

**COMMUNITY MENTAL HEALTH PARTNERSHIP OF SOUTHEAST MICHIGAN  
BOARD MEETING**

Patrick Barrie Room

3005 Boardwalk Dr., Ste. 200, Ann Arbor, MI

Wednesday, August 14, 2024, 6:00 PM

**To join by telephone:**

1-616-272-5542

Meeting ID: 921 554 805#

**To join by computer:**

[Click here to join the meeting](#)

Meeting ID: 215 700 449 069, Passcode: U8jauV

Agenda

	<u>Guide</u>
I. Call to Order	1 min
II. Roll Call	2 min
III. Consideration to Adopt the Agenda as Presented	2 min
IV. Consideration to Approve the Minutes of the 6-12-2024 Meeting and Waive the Reading Thereof {Att. #1}	2 min
V. Audience Participation (3 minutes per participant)	
VI. Old Business	30 min
a. Information: Finance Report through June 30, 2024 {Att. #2}	
b. Monroe Finance Update Discussion	
VII. New Business	45 min
a. Action: FY2024 Provider Stabilization Funding {Att. #3}	
b. Information: FY2025 CMHPSM Budget Preview {Att. #4}	
c. Information: CEO Contract Authorization {Att. #5}	
d. Action: FY2025 Regional Board Meeting Schedule {Att. #6}	
VIII. Reports to the CMHPSM Board	15 min
a. Information: SUD Oversight Policy Board {No Meeting}	
b. Information: CEO Report to the Board {Att. #7}	
c. Information: Employee Engagement Survey Results {Att. #8}	
IX. Adjournment	

**CMHPSM Mission Statement**

*Through effective partnerships, the CMHPSM shall ensure and support the provision of quality integrated care that focuses on improving the health and wellness of people living in our region.*

**COMMUNITY MENTAL HEALTH PARTNERSHIP OF SOUTHEAST MICHIGAN  
REGULAR BOARD MEETING MINUTES  
June 12, 2024**

**Members Present for In-Person Quorum:** Judy Ackley, Patrick Bridge, Rebecca Curley, Bob King, Molly Welch Marahar, Rebecca Pasko, Mary Pizzimenti, Alfreda Rooks, Mary Serio, Holly Terrill

**Members Not Present For In-Person Quorum:** LaMar Frederick, Annie Somerville, Ralph Tillotson

**Staff Present:** Stephannie Weary, James Colaianne, Matt Berg, Nicole Adelman, Connie Conklin, Stacy Pijanowski, Lisa Graham, Trish Cortes, Liz Stankov, CJ Witherow, Danielle Brunk, Joelen Kersten, Taylor Gerdeman

**Guests Present:**

- I. Call to Order  
Meeting called to order at 6:02 p.m. by Board Chair Bob King.
- II. Roll Call
  - Quorum confirmed.
- III. Consideration to Adopt the Agenda as Presented  
**Motion by R. Curley, supported by M. Welch Marahar, to approve the agenda  
Motion carried**
- IV. Consideration to Approve the Minutes of the April 10, 2024 Meeting and Waive the Reading Thereof  
**Motion by A. Rooks, supported by M. Welch Marahar, to approve the minutes of the 04/10/2024 meeting and waive the reading thereof  
Motion carried**
- V. Audience Participation  
None
- VI. Old Business
  - a. Board Information: Finance Report through April 30, 2024
    - M. Berg presented.
  - b. Board Information: CEO Performance Goals
    - J. Colaianne shared draft performance goals.
    - The Board shared feedback and requested that revised goals include engaging 100% of the health plans related to care coordination and implementing 100% of the strategic plan goals during FY2024-5.  
**Motion by M. Welch Marahar, supported by M. Serio, to approve the proposed CEO performance goals with the requested revisions  
Motion carried**
  - c. Board Information: Monroe FY2023 Financial Update
    - Staff have identified 3 primary areas that contributed to the FY23 deficit:

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1. Claims processing (some inefficiencies and problems related to timeliness and identified)
  2. The process for authorizing high-cost services
  3. Methodology to forecast expenses.
- L. Graham has suspended all purchases that aren't service-related or essential.
  - L. Graham is now reviewing and approving any out-of-county placements.
  - The Board requested a written report that explains the FY23 deficit within 30 days. The report should include:
    - How much of the deficit was due to the 3 primary areas listed above.
    - A written plan for avoiding this in the future.
    - An explanation for it took so long for Monroe staff to identify the deficit.
  - L. Graham acknowledged Monroe's lowered projected surplus for FY24. She is confident the Medicaid surplus will be sustained throughout the fiscal year.

VII. New Business

- a. Board Action: Conflict Free Access and Planning Resolution  
**Motion by M. Serio, supported by A. Rooks, to authorize the Officers of the CMHPSM Board of Directors to sign the attached resolution and for CMHPSM staff to submit the resolution to MDHHS and other relevant stakeholders – to include all CMHPSM Regional Board members' signatures**  
**Motion carried**  
Roll Call Vote  
Yes: J. Ackley, P. Bridge, R. Curley, B. King, R. Pasko, M. Pizzimenti, A. Rooks, M. Serio, H. Terrill  
No:  
Abstain: M. Welch Marahar  
Not present for in-person vote: L. Frederick, A. Somerville, R. Tillotson
  - J. Colaianne will send the resolution electronically to all non-abstaining board members for signature.
- b. Board Action: 3005 Boardwalk Office Space Lease Option Renewal  
**Motion by M. Welch Marahar, supported by M. Pizzimenti, to approve the CMHPSM CEO to initiate a letter exercising the CMHPSM option to renew our lease at 3005 Boardwalk for five years at 3% annual increases**  
**Motion carried**  
Roll Call Vote  
Yes: J. Ackley, P. Bridge, R. Curley, B. King, M. Welch Marahar, R. Pasko, M. Pizzimenti, A. Rooks, M. Serio, H. Terrill  
No:  
Abstain:  
Not present for in-person vote: L. Frederick, A. Somerville, R. Tillotson
- c. Board Action: Quality Manager Position Reclassification  
**Motion by M. Welch Marahar, supported by J. Ackley, to approve the re-classification of position #127 Operations Specialist (Tier B) to #127 Quality Manager (Tier C) effective July 8, 2024**  
**Motion carried**  
Roll Call Vote  
Yes: J. Ackley, P. Bridge, R. Curley, B. King, M. Welch Marahar, R. Pasko, M. Pizzimenti, A. Rooks, M. Serio, H. Terrill  
No:

**CMHPSM Mission Statement**

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Abstain:

Not present for in-person vote: L. Frederick, A. Somerville, R. Tillotson

- d. Board Action: Business Expense Reimbursement Board Governance Policy  
**Motion by R. Pasko, supported by R. Curley, to approve the Business Expense Reimbursement Board Governance Policy**

**Motion carried**

Roll Call Vote

Yes: J. Ackley, P. Bridge, R. Curley, B. King, M. Welch Marahar, R. Pasko, M. Pizzimenti, A. Rooks, M. Serio, H. Terrill

No:

Abstain:

Not present for in-person vote: L. Frederick, A. Somerville, R. Tillotson

- The policy applies to non-CMH Regional Board and OPB members as well as staff.

- e. Board Action: FY2024 Q1&Q2 QAPIP Status Report  
**Motion by J. Ackley, supported by M. Welch Marahar, to approve the Quality Assessment and Performance Improvement Program (QAPIP) Status Report for Q1 and Q2 of FY2024**

**Motion carried**

Roll Call Vote

Yes: J. Ackley, P. Bridge, R. Curley, B. King, M. Welch Marahar, R. Pasko, M. Pizzimenti, A. Rooks, M. Serio, H. Terrill

No:

Abstain:

Not present for in-person vote: L. Frederick, A. Somerville, R. Tillotson

- f. Board Action: 5-Year Proclamation Michelle Sucharski  
**Motion by M. Welch Marahar, supported by R. Pasko, to approve the CMHPSM Board Chair to sign the formal proclamation acknowledging the five years of service by Michelle Sucharski to the PIHP region as a CMHPSM employee – to include all CMHPSM Regional Board members' signatures**

**Motion carried**

- J. Colaianne will send the resolution electronically to all board members for signature.

- g. Board Action: Internal Service Fund Resolution  
**Motion by M. Welch Marahar, supported by Serio, to approve for the Officers of the CMHPSM Board of Directors to sign the attached resolution and for CMHPSM staff to submit the resolution to MDHHS and other relevant stakeholders – to include all CMHPSM Regional Board members' signatures and M. Welch Marahar's abstention**

**Motion carried**

Roll Call Vote

Yes: J. Ackley, P. Bridge, R. Curley, B. King, R. Pasko, M. Pizzimenti, M. Serio, H. Terrill

No:

Abstain: M. Welch Marahar, A. Rooks

Not present for in-person vote: L. Frederick, A. Somerville, R. Tillotson

- J. Colaianne will send the resolution electronically to all non-abstaining board members for signature.

**CMHPSM Mission Statement**

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VIII. Reports to the CMHPSM Board

- a. Board Information: Substance Use Services Department Update
  - N. Adelman presented.
- b. Board Information: SUD Oversight Policy Board (OPB)
  - The OPB minutes are included in the meeting packet for the Regional Board's review.
- c. Board Information: CEO Report to the Board
  - Mattie McIntire joined the organization as the new Financial Accountant and Analyst on June 3, 2024.
  - Hospital rate adjuster (HRA) payments have been more than doubled by the state, from \$308 to \$622.
  - The state has announced that the World Health Organization Disability Assessment Schedule (WHODAS) as the assessment/screening tool to replace the Support Intensity Scale (SIS-A).
  - N. Adelman recently presented at the state health policy subcommittee.
  - Upcoming board meetings:
    - August – budget preview, financial risk reserve policy.
    - September – budget approval, quorum is needed.

IX. Adjournment

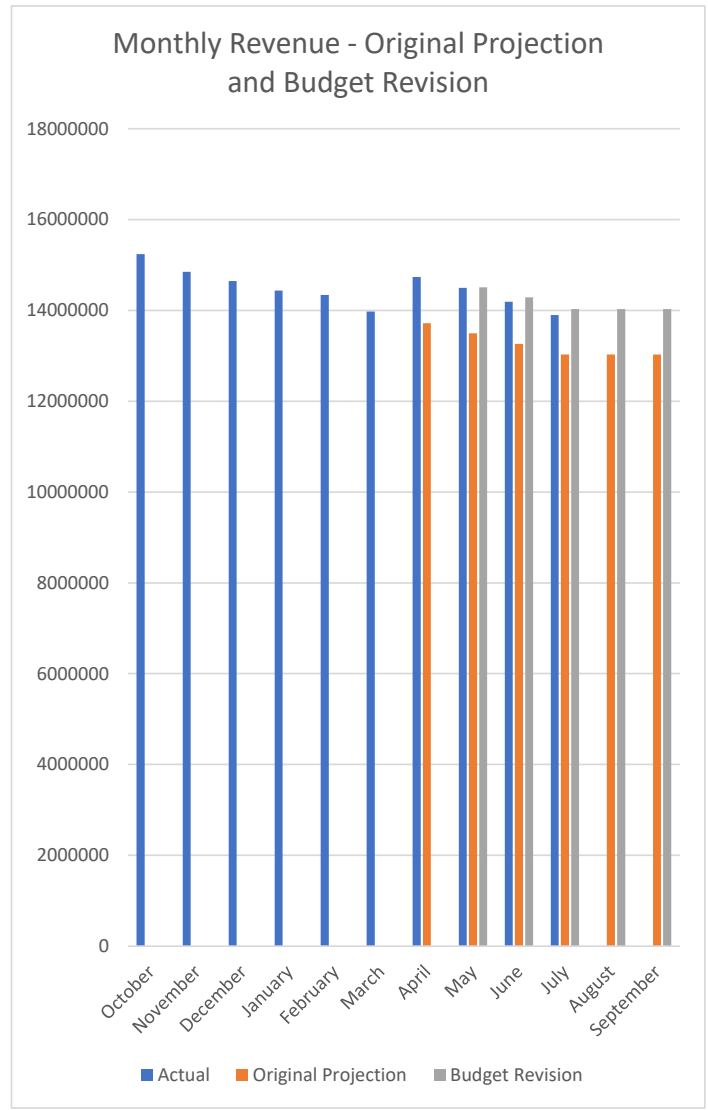
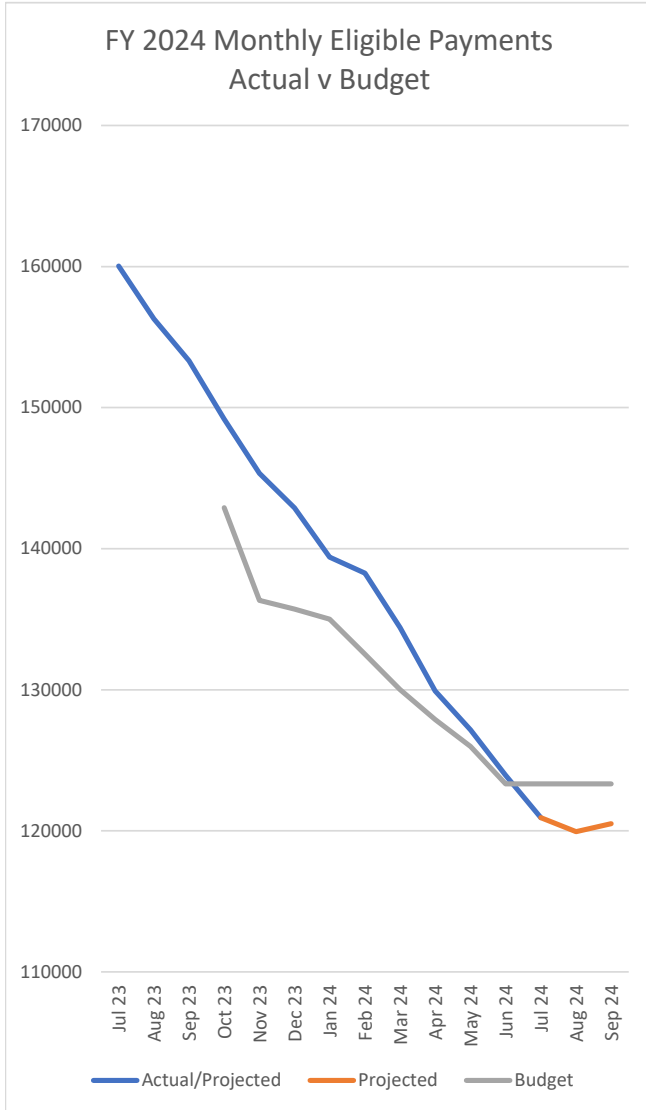
**Motion by H. Terrill, supported by A. Rooks, to adjourn the meeting**  
**Motion carried**

- The meeting was adjourned at 7:45 p.m.

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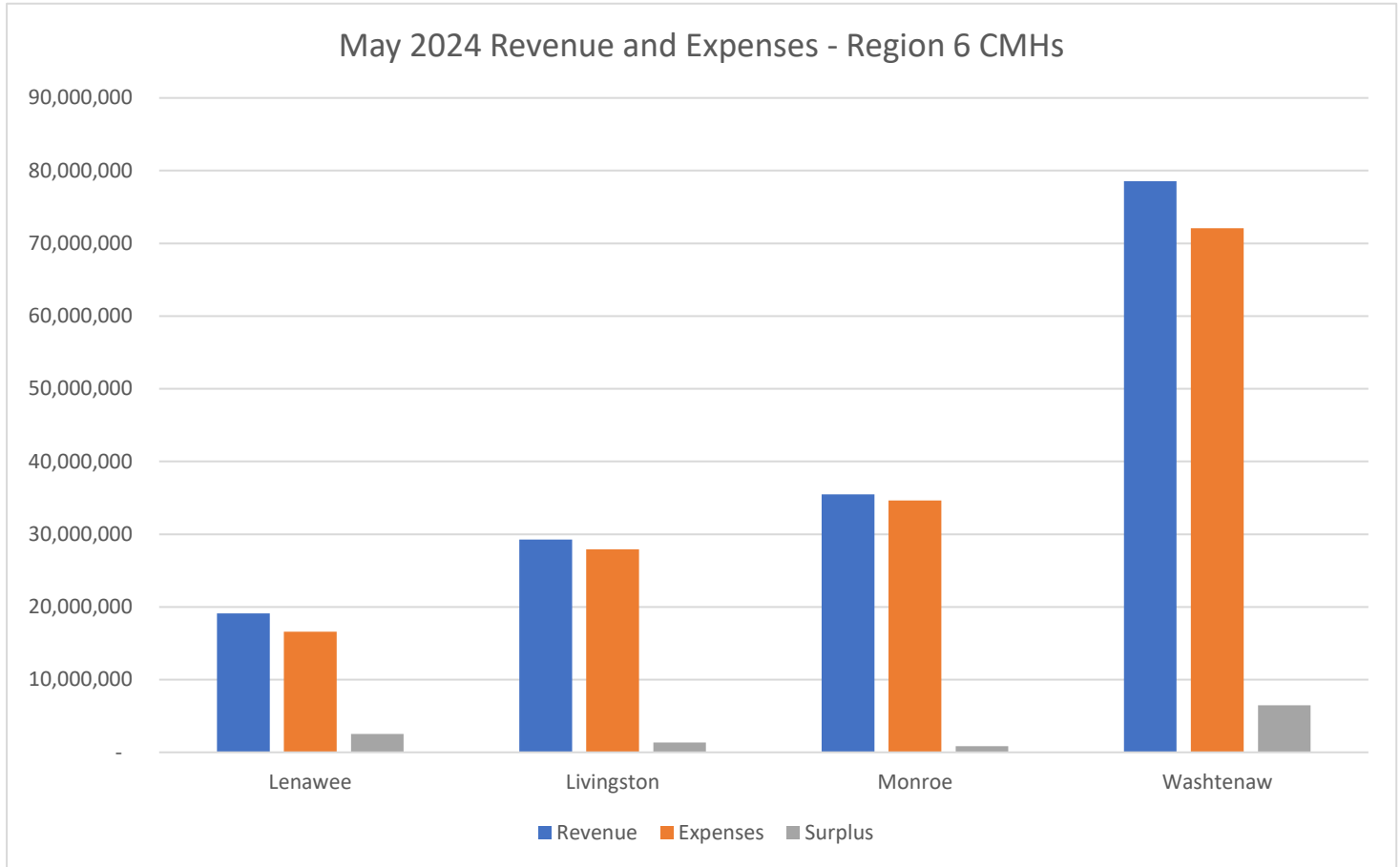
Rebecca Pasko, CMHPSM Board Secretary

Community Mental Health Partnership of Southeast Michigan  
Financial Summary for June 30, 2024



Operating Activities	Budget R1 FY 2024	YTD Budget	YTD Actual	Actual to Budget	Percent Variance	Projected Year-End	Projected to Budget
<b>MH Medicaid Revenue</b>	253,779,643	193,439,159	194,574,384	1,135,225	0.6%	253,779,643	-
<b>MH Medicaid Expenses</b>	250,021,112	188,884,288	189,813,582	(929,294)	-0.5%	250,261,501	-
<b>MH Medicaid Net</b>	3,758,531	4,554,871	4,760,803	205,931	4.5%	3,518,142	-
<b>SUD/Grants Revenue</b>	23,570,266	17,406,024	19,156,523	1,750,499	10.1%	28,044,602	4,474,336
<b>SUD/Grants Expenses</b>	22,005,574	16,480,567	17,994,908	1,514,341	9.2%	27,084,172	5,078,598
<b>SUD/Grants Net</b>	1,564,692	925,457	1,161,615	236,158	-25.5%	960,430	(604,262)
<b>PIHP</b>							
<b>PIHP Revenue</b>	2,049,180	1,536,885	1,567,450	30,565	2.0%	2,079,745	30,565
<b>PIHP Expenses</b>	3,185,842	2,354,729	2,103,935	(250,794)	10.7%	3,185,842	-
<b>PIHP Total</b>	(1,136,662)	(817,844)	(536,485)	281,359	34.4%	(1,106,097)	30,565
<b>Total Revenue</b>	<b>279,399,089</b>	<b>212,382,067</b>	<b>215,298,357</b>	<b>2,916,290</b>	<b>1.4%</b>	<b>283,903,990</b>	<b>4,504,901</b>
<b>Total Expenses</b>	<b>275,212,528</b>	<b>207,719,584</b>	<b>209,912,425</b>	<b>(2,192,842)</b>	<b>-1.1%</b>	<b>280,531,515</b>	<b>5,318,987</b>
<b>Total Net</b>	<b>4,186,561</b>	<b>4,662,484</b>	<b>5,385,932</b>	<b>723,448</b>	<b>15.5%</b>	<b>3,372,475</b>	<b>(814,086)</b>

Regional CMH Revenue and Expenses  
Regional Charts



May 2024	Lenawee	Livingston	Monroe	Washtenaw	Region 6
Medicaid Revenue	17,432,056	27,600,529	27,871,778	66,779,470	139,683,833
Healthy Michigan Revenue	1,691,877	1,645,141	1,906,867	4,103,504	9,347,389
CCBHC Revenue			5,716,478	7,654,583	13,371,061
<b>Revenue Subtotal</b>	<b>19,123,933</b>	<b>29,245,670</b>	<b>35,495,123</b>	<b>78,537,557</b>	<b>162,402,283</b>
Medicaid Expenses	(14,829,256)	(25,563,784)	(25,449,471)	(51,881,082)	(117,723,593)
Healthy Michigan Expenses	(1,764,236)	(2,351,749)	(1,362,434)	(4,803,457)	(10,281,876)
CCBHC Expenses			(7,830,015)	(15,396,988)	(23,227,003)
<b>Expense Subtotal</b>	<b>(16,593,492)</b>	<b>(27,915,533)</b>	<b>(34,641,920)</b>	<b>(72,081,527)</b>	<b>(151,232,472)</b>
<b>Total Medicaid/HMP Surplus(Deficit)</b>	<b>2,530,441</b>	<b>1,330,137</b>	<b>853,203</b>	<b>6,456,030</b>	<b>11,169,811</b>
<b>Surplus Percent of Revenue</b>	<b>14.5%</b>	<b>4.8%</b>	<b>3.1%</b>	<b>9.7%</b>	<b>8.0%</b>

Community Mental Health Partnership of Southeast Michigan  
Preliminary Statement of Revenue and Expenses Notes  
Period Ending June 30, 2024

**SUMMARY PAGE**

- The following chart compares the liquid assets of CMHPSM at the start of FY 2024 and at the end of the reporting period, June 30, 2024. Total interest and investment earning year to date are \$790,667 with \$625,293 going to the ISF and the remainder to the PA2 Reserve.

Operating cash is on a three-month cycle. We pay out grants for one quarter and then get reimbursement from the state. Grant reimbursement is requested one month after the end of the quarter with reimbursement generally received within two weeks. July cash will be lower than June cash.

Asset Type	Description	September 2023	June 2024
Cash	Operations	4,225,892	4,636,675
	<b>Total Cash</b>	<b>4,225,892</b>	<b>4,636,675</b>
Investments	CD		
	Money Market	12,549,074	11,453,782
	US Treasuries	20,465,890	10,472,028
	<b>Total Investments</b>	<b>33,014,964</b>	<b>21,925,809</b>
<b>Total Liquid Assets</b>		<b>37,240,856</b>	<b>26,562,485</b>

**Medicaid Mental Health**

- Medicaid revenue and expenses are both within 1% of budget.

**Medicaid and Grant SUS**

- Substance Use revenue is about 10.1% over budget. This is mostly due to increased Healthy Michigan revenue and grant expenditures.
- Substance Use expenses are (9.2%) over budget. This is also due to increased Healthy Michigan and grant spending.
- After review of the PA2 Reserve balance, the investment revenue and budget were moved to the SU section of the report to reflect the investment of PA2 Reserve.

**PIHP Administration**

- PIHP revenue is on budget.
- PIHP expenses are below budget due to open positions and Contracts & Other coming in below budget.



FY 2018 & FY 2019 DEFICIT UPDATE

The following charts were copied from the FY 23 Financial Audit presented to the Board in April of 2024.

Note 6 shows the amount of Funds held by the CMHs for Fiscal Year 2020, 2021 and 2022. These amounts will be cost settled when FY 2018 & 2019 are cost settled with the state.

Note 7 Shows the total amount due to the PIHP from MDHHS as of 9/20/22. This amount includes \$10,997,115 due to the PIHP for Fiscal Year 2018 & 2019.

Note 10 shows the total amount due from the PIHP to the CMHs. This amount includes the \$10,997,115 due from MDHHS. It does not include the \$14,885,793 paid to the CMHs in October and November of 2023.

**NOTE 6 - DUE FROM AFFILIATE PARTNERS**

Due from other affiliate partners as of September 30<sup>th</sup> consists of the following:

Description	Amount
Lenawee Community Mental Health Authority	7,786,456
Community Mental Health Services of Livingston County	8,766,003
Monroe Community Mental Health Authority	1,287,300
Washtenaw County Community Mental Health	16,001,339
Totals	33,841,098

**NOTE 7 - DUE FROM MDHHS**

Due from MDHHS as of September 30<sup>th</sup> consists of the following:

Description	Amount
Due from MDHHS - PBIP/Withhold	2,260,510
Due from MDHHS - FY18 State Shared Risk	7,517,412
Due from MDHHS - FY19 State Shared Risk	3,479,703
Due from MDHHS - HRA 4th Quarter	1,465,772
Grants Receivable	3,375,324
Totals	18,098,721

**NOTE 10 - DUE TO AFFILIATE PARTNERS**

Due to Affiliate Partners as of September 30<sup>th</sup> consists of the following:

Description	Amount
Lenawee Community Mental Health Authority	107,250
Community Mental Health Services of Livingston County	3,853,816
Monroe Community Mental Health Authority	10,339,564
Washtenaw County Community Mental Health	16,808,548
Total	31,109,178

**Community Mental Health Partnership of Southeast Michigan  
Preliminary Statement of Revenues and Expenditures  
For the Period Ending June 30, 2024**

	Budget R1 FY 2024	YTD Budget	YTD Actual	Actual to Budget	Percent Variance	Projected Year-End	Projected O(U) Budget
<b>MEDICAID</b>							
<b>MEDICAID REVENUE</b>							
Medicaid/Medicaid CCBHC	128,391,843	96,293,882	96,733,573	439,690	0.5%	128,391,843	-
Medicaid Waivers	61,704,640	46,278,480	46,291,987	13,507	0.0%	61,704,640	-
HMP/HMP CCBHC	14,272,296	10,704,222	10,911,548	207,326	1.9%	14,272,296	-
Medicaid Autism	17,600,547	13,200,410	13,590,597	390,187	3.0%	17,600,547	-
Prior Year Carry Forward	3,849,666	3,849,666	3,849,666	-	0.0%	3,849,666	-
Prior Year Recovery	(345,001)	(258,751)	(258,751)	-	0.0%	(345,001)	-
Behavioral Health Home CCBHC	1,213,586	910,190	986,400	76,211	8.4%	1,213,586	-
CCBHC	21,692,066	16,269,050	16,277,354	8,305	0.1%	21,692,066	-
HRA Revenue	5,400,000	6,192,010	6,192,010	-	0.0%	5,400,000	-
<b>Medicaid Revenue</b>	<b>253,779,643</b>	<b>193,439,159</b>	<b>194,574,384</b>	<b>1,135,225</b>	<b>0.6%</b>	<b>253,779,643</b>	<b>-</b>
<b>MEDICAID EXPENDITURES</b>							
IPATax	2,481,014	1,087,204	1,087,204	-	0.0%	2,481,014	-
HRA Payments	5,400,000	6,192,010	6,192,010	-	0.0%	5,400,000	-
<b>Lenawee CMH</b>							
Medicaid (b) & 1115i	17,931,110	13,448,333	13,398,786	49,546	0.4%	17,931,110	-
Medicaid Waivers	7,197,756	5,398,317	5,369,022	29,295	0.5%	7,197,756	-
Healthy Michigan Expense	2,537,816	1,903,362	1,903,362	(0)	0.0%	2,537,816	-
Autism Medicaid	1,096,819	822,614	850,288	(27,674)	-3.4%	1,096,819	-
Behavioral Health Homes	51,164	38,373	39,309	(936)	-2.4%	51,164	-
DHIP	-	-	28,063	(28,063)	-	56,126	56,126
<b>Lenawee CMH Total</b>	<b>28,814,665</b>	<b>21,610,999</b>	<b>21,588,831</b>	<b>22,168</b>	<b>0.1%</b>	<b>28,870,791</b>	<b>56,126</b>
<b>Livingston CMH</b>							
Medicaid (b) & 1115i	26,133,028	19,599,771	19,422,063	177,708	0.9%	26,133,028	-
Medicaid Waivers	9,929,468	7,447,101	7,364,640	82,461	1.1%	9,929,468	-
Healthy Michigan Expense	2,467,711	1,850,783	1,850,783	0	0.0%	2,467,711	-
Autism Medicaid	5,309,239	3,981,929	4,115,888	(133,959)	-3.4%	5,309,239	-
Behavioral Health Homes	76,122	57,092	54,596	2,496	4.4%	76,122	-
DHIP	-	-	55,067	(55,067)	-	110,134	110,134
<b>Livingston CMH Total</b>	<b>43,915,568</b>	<b>32,936,676</b>	<b>32,863,038</b>	<b>73,638</b>	<b>0.2%</b>	<b>44,025,702</b>	<b>110,134</b>
<b>Monroe CMH</b>							
Medicaid	22,189,214	16,641,911	16,546,022	95,889	0.6%	22,189,214	-
Medicaid Waivers	11,799,227	8,849,420	8,572,212	277,208	3.1%	11,799,227	-
Healthy Michigan	2,860,301	2,145,226	2,145,226	(0)	0.0%	2,860,301	-
Autism Medicaid	2,066,470	1,549,853	1,601,992	(52,140)	-3.4%	2,066,470	-
CCBHC Supplemental	7,191,388	5,393,541	6,149,838	(756,297)	-14.0%	7,191,388	-
CCBHC Base Capitation	6,000,000	4,500,000	4,500,000	-	0.0%	6,000,000	-
Behavioral Health Homes	335,062	251,297	228,990	22,306	8.9%	335,062	-
DHIP	-	-	27,534	(27,534)	-	55,067	55,067
<b>Monroe CMH Total</b>	<b>52,441,662</b>	<b>39,331,247</b>	<b>39,771,814</b>	<b>(440,567)</b>	<b>-1.1%</b>	<b>52,496,729</b>	<b>55,067</b>
<b>Washtenaw CMH</b>							
Medicaid	49,969,192	37,476,894	37,202,094	274,800	0.7%	49,969,192	-
Medicaid Waivers	32,610,867	24,458,150	24,259,328	198,822	0.8%	32,610,867	-
Healthy Michigan Expense	6,155,256	4,616,442	4,616,442	-	0.0%	6,155,256	-
Autism Medicaid	7,423,397	5,567,548	5,754,850	(187,302)	-3.4%	7,423,397	-
CCBHC Supplemental	11,800,970	8,850,728	9,689,744	(839,016)	-9.5%	11,800,970	-
CCBHC Base Capitation	8,500,000	6,375,000	6,375,000	-	0.0%	8,500,000	-
Behavioral Health Homes	508,521	381,391	403,697	(22,306)	-5.8%	508,521	-
DHIP	-	-	9,531	(9,531)	-	19,062	19,062
<b>Washtenaw CMH Total</b>	<b>116,968,203</b>	<b>87,726,152</b>	<b>88,310,685</b>	<b>(584,533)</b>	<b>-0.7%</b>	<b>116,987,265</b>	<b>19,062</b>
<b>Medicaid Expenditures</b>	<b>250,021,112</b>	<b>188,884,288</b>	<b>189,813,582</b>	<b>(929,294)</b>	<b>-0.5%</b>	<b>250,261,501</b>	<b>240,389</b>
<b>Medicaid Total</b>	<b>3,758,531</b>	<b>4,554,871</b>	<b>4,760,803</b>	<b>205,931</b>	<b>4.5%</b>	<b>3,518,142</b>	<b>(240,389)</b>

**Community Mental Health Partnership of Southeast Michigan**  
**Preliminary Statement of Revenues and Expenditures**  
**For the Period Ending June 30, 2024**

	Budget R1 FY 2024	YTD Budget	YTD Actual	Actual to Budget	Percent Variance	Projected Year-End	Projected O(U) Budget
<b>SUD/GRANTS</b>							
<b>SUD/GRANTS REVENUE</b>							
Healthy Michigan Plan SUD	8,667,532	6,500,649	6,656,543	155,894	2.4%	9,984,814	1,317,282
Medicaid SUD	4,172,534	3,129,401	3,071,664	(57,736)	-1.8%	4,607,496	434,962
PA2 - Reserve Investment	20,000	15,000	165,374	150,374		248,061	
PA2 - Tax Revenue (Est)	1,397,444	776,407	776,407	(0)	0.0%	1,397,444	-
PA2 - Use of Reserve (Est)	0	-	615,344	615,344	0.0%	0	-
Federal/State Grants	8,702,756	6,527,067	7,352,901	825,834	12.7%	11,029,351	2,326,595
Opioid Health Homes	610,000	457,500	518,291	60,791	11.7%	777,436	167,436
<b>SUD/Grants REVENUE</b>	<b>23,570,266</b>	<b>17,406,024</b>	<b>19,156,523</b>	<b>1,750,499</b>	<b>10.1%</b>	<b>28,044,602</b>	<b>4,474,336</b>
				0			
				0			
<b>SUD/GRANTS EXPENDITURES</b>							
<b>SUD Administration</b>							
Salaries & Fringes	1,227,918	897,325	788,494	(108,830)	12.1%	1,227,918	-
Indirect Cost Recovery	(427,500)	(320,625)	(316,089)	4,536	1.4%	(427,500)	-
<b>SUD Administration</b>	<b>800,418</b>	<b>576,700</b>	<b>472,405</b>	<b>(104,294)</b>	<b>-18.1%</b>	<b>800,418</b>	<b>-</b>
<b>Lenawee SUD Services</b>	<b>1,911,748</b>	<b>1,433,811</b>	<b>1,480,537</b>	<b>46,726</b>	<b>-3.3%</b>	<b>2,220,806</b>	<b>309,058</b>
<b>Livingston SUD Services</b>	<b>2,250,253</b>	<b>1,687,690</b>	<b>1,775,405</b>	<b>87,715</b>	<b>-5.2%</b>	<b>2,663,107</b>	<b>412,854</b>
<b>Monroe SUD Services</b>	<b>3,731,736</b>	<b>2,798,802</b>	<b>2,959,303</b>	<b>160,501</b>	<b>-5.7%</b>	<b>4,438,955</b>	<b>707,219</b>
<b>Washtenaw SUD Services</b>	<b>7,709,340</b>	<b>5,782,005</b>	<b>6,215,339</b>	<b>433,334</b>	<b>-7.5%</b>	<b>9,323,008</b>	<b>1,613,668</b>
<b>Opioid Health Homes</b>	<b>488,000</b>	<b>366,000</b>	<b>433,618</b>	<b>67,618</b>	<b>-18.5%</b>	<b>650,427</b>	<b>162,427</b>
<b>Veteran Navigation</b>	<b>205,383</b>	<b>154,037</b>	<b>153,496</b>	<b>(541)</b>	<b>0.4%</b>	<b>230,244</b>	<b>24,861</b>
<b>COVID Grants</b>	<b>2,655,383</b>	<b>1,991,537</b>	<b>2,145,089</b>	<b>153,551</b>	<b>-7.7%</b>	<b>3,217,633</b>	<b>562,250</b>
<b>SOR</b>	<b>1,998,619</b>	<b>1,498,964</b>	<b>1,872,820</b>	<b>373,855</b>	<b>-24.9%</b>	<b>2,809,229</b>	<b>810,610</b>
<b>Gambling Prevention Grant</b>	<b>24,520</b>	<b>18,390</b>	<b>50,614</b>	<b>32,224</b>	<b>-175.2%</b>	<b>75,921</b>	<b>51,401</b>
<b>Tobacco/Other</b>	<b>90,880</b>	<b>68,160</b>	<b>237,504</b>	<b>169,344</b>	<b>-248.5%</b>	<b>356,256</b>	<b>265,376</b>
<b>Women's Specialty Services</b>	<b>139,294</b>	<b>104,471</b>	<b>198,778</b>	<b>94,308</b>	<b>-90.3%</b>	<b>298,167</b>	<b>158,873</b>
		-					
<b>SUD/Grants Expenditures</b>	<b>22,005,574</b>	<b>16,480,567</b>	<b>17,994,908</b>	<b>1,514,341</b>	<b>9.2%</b>	<b>27,084,172</b>	<b>5,078,598</b>
<b>SUD/Grants Total</b>	<b>1,564,692</b>	<b>925,457</b>	<b>1,161,615</b>	<b>236,158</b>	<b>-25.5%</b>	<b>960,430</b>	<b>(604,262)</b>
<b>PIHP</b>							
<b>PIHP REVENUE</b>							
Incentives (Est)	1,890,000	1,417,500	1,417,500	-	0.0%	1,890,000	-
Local Match	159,180	119,385	119,385	-	0.0%	159,180	-
Other Income			30,565	30,565		30,565	30,565
<b>PIHP Revenue</b>	<b>2,049,180</b>	<b>1,536,885</b>	<b>1,567,450</b>	<b>30,565</b>	<b>2.0%</b>	<b>2,079,745</b>	<b>30,565</b>
<b>PIHP EXPENDITURES</b>							
<b>PIHP Admin</b>							
Local Match	159,180	119,385	119,385	-	0.0%	159,180	-
Salaries & Fringes	1,801,909	1,316,780	1,159,789	(156,991)	-11.9%	1,801,909	-
Contracts & Other	1,221,753	916,315	823,980	(92,335)	-10.1%	1,221,753	-
<b>PIHP Admin</b>	<b>3,182,842</b>	<b>2,352,479</b>	<b>2,103,154</b>	<b>(249,326)</b>	<b>10.6%</b>	<b>3,182,842</b>	<b>-</b>
Board Expense	3,000	2,250	782	(1,468)	-65.3%	3,000	-
<b>PIHP Expenditures</b>	<b>3,185,842</b>	<b>2,354,729</b>	<b>2,103,935</b>	<b>(250,794)</b>	<b>10.7%</b>	<b>3,185,842</b>	<b>-</b>
<b>PIHP Total</b>	<b>(1,136,662)</b>	<b>(817,844)</b>	<b>(536,485)</b>	<b>281,359</b>	<b>-34.4%</b>	<b>(1,106,097)</b>	<b>30,565</b>
<b>Organization Total</b>	<b>4,186,561</b>	<b>4,662,484</b>	<b>5,385,932</b>	<b>723,448</b>	<b>15.5%</b>	<b>3,372,475</b>	<b>(814,086)</b>
Totals							
Revenue	279,399,089	212,382,067	215,298,357	2,916,290	-1.4%	283,903,990	4,504,901
Expenses	275,212,528	207,719,584	209,912,425	(2,192,842)	1.1%	280,531,515	5,318,987
Net	4,186,561	4,662,484	5,385,932	723,448	15.5%	3,372,475	(814,086)



## Regional Board Action Request – FY2024 Provider Stabilization Funding

Board Meeting Date: August 14, 2024

Action Requested: Allocate funding to the CMHSPs to assist the regional provider network in delivering essential face-to-face services. A 5% rate adjuster funding amount was calculated based upon actual services delivered during FY2023 Q1 and Q2 (October 1, 2023 – March 31, 2024). The projected revenue will be allocated to the CMHSPs to be passed through to the regional provider network for FY2024. Service provider rate adjuster payments will be made by the CMHPSM and our partner CMHSPs based upon actual services delivered throughout FY2024 and thus may differ from initial projections.

<b>FY2024 Q1&amp; Q2</b>	<b>Medicaid</b>	<b>HMP</b>	<b>Total</b>
Lenawee MH/IDD & SUD Services	\$294,029	\$17,826	<b>\$311,855</b>
Livingston MH/IDD & SUD Services	\$493,343	\$18,496	<b>\$511,839</b>
Monroe MH/IDD Services	\$567,882	\$5,088	<b>\$572,970</b>
Washtenaw MH/IDD Services	\$1,216,031	\$18,332	<b>\$1,234,363</b>
Monroe SUD Services (CMHPSM)	\$8,178	\$26,482	<b>\$34,660</b>
Washtenaw SUD Services (CMHPSM)	\$20,868	\$66,655	<b>\$87,523</b>
<b>Total Funding for Region</b>	<b>\$2,600,331</b>	<b>\$152,879</b>	<b>\$2,753,210</b>

Background: Rate adjuster eligible services are unlicensed community living supports, overnight health and safety, licensed community living supports and personal care services, SUD residential, skill building, and crisis residential. These funds cover rate adjuster payments based upon actual services delivered between October 1, 2023 and September 30, 2024. This funding will be directed to providers to cover additional expenses related to delivering services during this period, including direct care worker overtime, retention, and recruitment costs.

Recommend: Approval

**Community Mental Health Partnership of Southeast Michigan  
Draft FY 2025 Budget with Projected FY 2024 Results**

	<b>Budget R1 FY2024</b>	<b>Projected Year-End</b>	<b>FY2025 Draft Budget</b>
<b>MEDICAID</b>			
<b>MEDICAID REVENUE</b>			
Medicaid/Medicaid CCBHC	128,391,843	128,391,843	134,096,162
Medicaid Waivers	61,704,640	61,704,640	64,007,386
HMP/HMP CCBHC	14,272,296	14,272,296	16,708,529
Medicaid Autism	17,600,547	17,600,547	18,951,064
Prior Year Carry Forward	3,849,666	3,849,666	5,000,000
Prior Year Recovery	(345,001)	(345,001)	
Behavioral Health Home	1,213,586	1,213,586	1,365,255
CCBHC	21,692,066	21,692,066	22,000,000
HRA Revenue	5,400,000	5,400,000	13,000,000
<b>Medicaid Revenue</b>	<b>253,779,643</b>	<b>253,779,643</b>	<b>275,128,396</b>
<b>MEDICAID EXPENDITURES</b>			
IPATax	2,481,014	2,481,014	2,300,000
HRA Payments	5,400,000	5,400,000	13,000,000
<b>Lenawee CMH</b>			
Medicaid (b) & 1115i	17,931,110	17,931,110	18,678,193
Medicaid Waivers	7,197,756	7,197,756	7,369,129
Healthy Michigan Expense	2,537,816	2,537,816	2,969,245
Autism Medicaid	1,096,819	1,096,819	1,181,274
Behavioral Health Homes	51,164	51,164	57,558
DHIP		56,126	
<b>Lenawee CMH Total</b>	<b>28,814,665</b>	<b>28,870,791</b>	<b>30,255,398</b>
<b>Livingston CMH</b>			
Medicaid (b) & 1115i	26,133,028	26,133,028	27,254,559
Medicaid Waivers	9,929,468	9,929,468	10,165,880
Healthy Michigan Expense	2,467,711	2,467,711	2,887,222
Autism Medicaid	5,309,239	5,309,239	5,718,050
Behavioral Health Homes	76,122	76,122	85,635
DHIP		110,134	
<b>Livingston CMH Total</b>	<b>43,915,568</b>	<b>44,025,702</b>	<b>46,111,346</b>
<b>Monroe CMH</b>			
Medicaid	22,189,214	22,189,214	22,410,511
Medicaid Waivers	11,799,227	11,799,227	12,080,157
Healthy Michigan	2,860,301	2,860,301	3,346,552
Autism Medicaid	2,066,470	2,066,470	2,225,588
CCBHC Supplemental	7,191,388	7,191,388	8,624,000
CCBHC Base Capitation	6,000,000	6,000,000	6,000,000
Behavioral Health Homes	335,062	335,062	376,937
DHIP		55,067	
<b>Monroe CMH Total</b>	<b>52,441,662</b>	<b>52,496,729</b>	<b>55,063,745</b>
<b>Washtenaw CMH</b>			
Medicaid	49,969,192	49,969,192	52,224,587
Medicaid Waivers	32,610,867	32,610,867	33,387,304
Healthy Michigan Expense	6,155,256	6,155,256	7,201,650
Autism Medicaid	7,423,397	7,423,397	7,994,999
CCBHC Supplemental	11,800,970	11,800,970	12,936,000
CCBHC Base Capitation	8,500,000	8,500,000	8,500,000
Behavioral Health Homes	508,521	508,521	572,074
DHIP		19,062	
<b>Washtenaw CMH Total</b>	<b>116,968,203</b>	<b>116,987,265</b>	<b>122,816,613</b>
<b>Medicaid Expenditures</b>	<b>250,021,112</b>	<b>250,261,501</b>	<b>269,547,103</b>
<b>Medicaid Total</b>	<b>3,758,531</b>	<b>3,518,142</b>	<b>5,581,293</b>

**Community Mental Health Partnership of Southeast Michigan  
Draft FY 2025 Budget with Projected FY 2024 Results**

	<b>Budget R1 FY2024</b>	<b>Projected Year-End</b>	<b>FY2025 Draft Budget</b>
<b>SUD/GRANTS</b>			
<b>SUD/GRANTS REVENUE</b>			
Healthy Michigan Plan SUD	8,667,532	8,959,268	10,488,585
Medicaid SUD	4,172,534	4,128,479	4,327,981
PA2 - Reserve Investment	20,000	222,211	179,082
PA2 - Tax Revenue (Est)	1,397,444	1,397,444	1,824,100
PA2 - Use of Reserve (Est)	0	0	-
Federal/State Grants	8,702,756	9,669,497	10,884,517
Opioid Health Homes	610,000	667,545	691,054
<b>SUD/Grants REVENUE</b>	<b>23,570,266</b>	<b>25,044,444</b>	<b>28,395,319</b>
<b>SUD/GRANTS EXPENDITURES</b>			
<b>SUD Administration</b>			
Salaries & Fringes	1,227,918	1,227,918	735,890
Indirect Cost Recovery	(427,500)	(427,500)	(371,452)
<b>SUD Administration</b>	<b>800,418</b>	<b>800,418</b>	<b>364,438</b>
<b>Lenawee SUD Services</b>	<b>1,911,748</b>	<b>1,996,185</b>	<b>1,718,715</b>
			401,471
<b>Livingston SUD Services</b>	<b>2,250,253</b>	<b>2,264,702</b>	<b>1,949,908</b>
			448,806
<b>Monroe SUD Services</b>	<b>3,731,736</b>	<b>3,958,666</b>	<b>3,408,411</b>
			793,880
<b>Washtenaw SUD Services</b>	<b>7,709,340</b>	<b>8,172,487</b>	<b>7,036,511</b>
			1,635,688
<b>Opioid Health Homes</b>	<b>488,000</b>	<b>568,039</b>	<b>552,843</b>
<b>Veteran Navigation</b>	<b>205,383</b>	<b>200,137</b>	<b>192,000</b>
<b>COVID/ARPA Grants</b>	<b>2,655,383</b>	<b>2,930,872</b>	<b>3,891,413</b>
<b>SOR</b>	<b>1,998,619</b>	<b>2,351,905</b>	<b>2,301,294</b>
<b>Gambling Prevention Grant</b>	<b>24,520</b>	<b>65,189</b>	<b>227,273</b>
<b>Tobacco/Other</b>	<b>90,880</b>	<b>327,668</b>	<b>89,360</b>
<b>Women's Specialty Services</b>	<b>139,294</b>	<b>248,370</b>	<b>350,489</b>
<b>SUD/Grants Expenditures</b>	<b>22,005,574</b>	<b>23,884,637</b>	<b>25,362,502</b>
<b>SUD/Grants Total</b>	<b>1,564,692</b>	<b>1,159,808</b>	<b>3,032,817</b>
<b>PIHP</b>			
<b>PIHP REVENUE</b>			
Incentives (Est)	1,890,000	1,890,000	1,900,000
Local Match/Other	159,180	159,180	159,180
Other Income			300
<b>PIHP Revenue</b>	<b>2,049,180</b>	<b>2,049,180</b>	<b>2,059,480</b>
<b>PIHP EXPENDITURES</b>			
<b>PIHP Admin</b>			
Local Match	159,180	159,180	159,180
Salaries & Fringes	1,801,909	1,801,909	2,159,260
Contracts & Other	1,221,753	1,221,753	1,250,000
<b>PIHP Admin</b>	<b>3,182,842</b>	<b>3,182,842</b>	<b>3,568,440</b>
Board Expense	3,000	3,000	3,000
<b>PIHP Expenditures</b>	<b>3,185,842</b>	<b>3,185,842</b>	<b>3,571,440</b>
<b>PIHP Total</b>	<b>(1,136,662)</b>	<b>(1,136,662)</b>	<b>(1,511,960)</b>
<b>Organization Total</b>	<b>4,186,561</b>	<b>3,541,288</b>	<b>7,102,151</b>
Totals			
Revenue	279,399,089	280,873,267	305,583,195
Expenses	275,212,528	277,331,980	298,481,045
Net	4,186,561	3,541,288	7,102,151
			Less:
			Incentive
			Carryforward
			Effective
			Operating
			Surplus
			\$ <b>202,151</b>

### CMHPSM FY2025 Draft Budget Assumptions

1. The CMHPSM FY2025 draft budget is based on preliminary FY2025 rate information, which was presented at a June 21, 2024 MDHHS rate setting meeting. We have also projected Medicaid, and HMP enrollment with all data we currently have available. It is unclear whether MDHHS will present final FY2025 capitation rates before the September CMHPSM Regional Board Meeting when the Final FY 2025 Budget is presented. Using the June 2024 rate estimates and the projected payments through September 2024, we are currently projecting that FY2025 Medicaid/HMP revenue is projected to increase by 4.1% over FY2024.
2. We will continue to update our revenue forecast and eligible population projection prior to the September FY2025 budget presentation. Additional information will be presented related to these final projections at next month's meeting.
3. The FY2025 draft budget includes a \$5,000,000 carryforward from FY2024. The final carry forward revenue will not be finalized until February 2025 when the CMHSPs submit their final financial status report for FY2024.
4. The FY2025 draft budget was developed with the assumption that we will not utilize any Internal Service Funds in FY2025.
5. The FY2025 draft budget projects to carry forward a similar level of funding from FY2025 to FY2026, as what is projected to be carried forward from FY2024 to FY2025. We hope that FY2025 current year revenue supports all needed service expense increases.
6. FY2025 CCBHC revenue remains unchanged from FY2024.
7. HRA revenue and expense were increased to match the MDHHS increased HRA payment rates, the HRA program is always an exact passthrough and does not impact our budget. It is anticipated that HRA payment rates will increase again in FY2025.
8. The IPA tax expense is based upon the number of eligible covered individuals, and as such was reduced to account for less covered lives in FY2025 in comparison to FY2024.
9. Allocations to the CMHs are projected to increase by 5% over FY2024. In addition to the \$0.20/hour Direct Care Worker wage increase for FY2025, our region also hopes to direct additional revenue to rate increases to increase direct care worker wages, benefits and overtime costs within our regional provider network.
10. Healthy Michigan rates are projected to go up significantly more than Medicaid or C-Waiver rates. These rate increases reflect the higher enrollee population loss within the Healthy Michigan program. We anticipate relatively stable HMP enrollment and revenue which will increase HMP revenue available to the CMHSPs and to substance use treatment services across the region.

11. Grants revenue and expenses are shown at the full value of the grant awards projected for FY2025. We are still receiving information related to grant awards which will be reflected in the final FY2025 budget.
12. In past years we have utilized earned Performance Based Incentive Program (PBIP) funds to pay down the Medicaid deficit from FY2018-FY2019. We will begin passing these funds through to the CMHSPs for local programs as it is earned in our FY2025 and future budgets. We can earn roughly \$1.6 million in PBIP in FY2025.
13. A recommended cost-of-living increase of 3% is included for all CMHPSM employees in the FY2025 draft budget. The CMHPSM Board will determine the annual cost-of-living increase in the final FY2025 budget.
14. The conflict free access and planning program delay is reflected within the FY2025 draft budget by maintaining our current staffing level at the CMHPSM. Our full position list will be presented in the final budget.
15. We have reviewed the PIHP statewide retirement contribution report from FY2023 and have identified that our retirement plan contribution is in the lower third of the PIHPs. FY2023 is the most recent information available on a statewide basis. The draft budget reflects our current retirement plan contribution of 6%. Comparing plans one PIHP has a 5% contribution, one PIHP has a 6% contribution plan that matches ours, and the other PIHPs have contributions of 7.5%, 8%, 10%,10%, 12% and 12%.

<b>Current FY2025 Revenue Projection by Program</b>	<b>Estimated Eligible Population</b>	<b>Estimated September 2024 Revenue</b>	<b>Estimate of % Rate Increase</b>	<b>Projected FY2025 Monthly Revenue</b>
Medicaid DAB – MHP Enrolled	11,506	\$4,643,363	8.2%	\$5,024,119
Medicaid DAB – Unenrolled	11,651	\$5,236,133	3.7%	\$5,429,870
Healthy Michigan – MHP Enrolled	30,907	\$1,482,676	17.0%	\$1,734,731
Healthy Michigan – Unenrolled	6,598	\$269,896	9.7%	\$296,076
Medicaid – TANF – HMP Enrolled	49,258	\$2,113,425	9.8%	\$2,320,540
Medicaid – TANF - Unenrolled	10,579	\$282,748	12.1%	\$316,961
HSW	651	\$4,921,934	3.1%	\$5,074,514
SED	16	\$47,662	-3.4%	\$46,041
Childrens Waiver	77	\$151,552	-10.6%	\$135,487
<b>Total Monthly Revenue</b>				<b>\$20,378,340</b>

Projected FY2025 Revenue	<b>\$244,540,075</b>
Milliman Rate Increase (Projected)	<b>+6.1%</b>
Eligible Population Projection	<b>+1.6%</b>
CMHPSM Projected Revenue Increase from FY2024	<b>+4.1%</b>





## Regional Board Notification – CEO Authority Update

Board Meeting Date: August 14, 2024

### Information:

The CMHPSM CEO utilized their CEO contract authority to authorize American Rescue Plan Act grant funding in the amount of \$2,500.00 to Monroe Community College. This funding will be used to develop a Collegiate Recovery Program at Monroe Community College. The program will work in partnership with RAW (the Recovery Community Organization in Monroe County) and utilize this funding to:

- Develop and sustain a student-initiated and led campus organization focused on recovery from Substance Use Disorders.
- Train a student leader to lead recovery support meetings.

This authorization was necessitated by ARPA grant funding timelines and was within the CMHPSM CEO contract authority \$25,000.00 limit.

Recommend: Informational Review, no action needed.



**FY2025 CMHPSM Regional Board  
Meeting Schedule  
6:00 p.m. – 8:00 p.m.  
All meetings will be held at:  
3005 Boardwalk Dr., Ste. 200, Ann Arbor, MI  
Patrick Barrie Conference Room  
(unless otherwise noted)**

<b>Date</b>	<b>Meeting Notes</b>
10/9/2024	Regional Board Officer Elections
12/11/2024	
2/12/2025	
4/9/2025	
6/11/2025	
8/13/2025	FY2026 Budget Preview
9/10/2025	FY2026 Budget Review Election Chair/Committee for October Officers Election

**If a board meeting must be canceled (for example due to inclement weather), board members will be notified as soon as possible. Initial contact will be made by email, and next by phone if an email acknowledgement is not received from the board member.**



**Regional Board Action Request – FY2025 Board Meeting Schedule**

Board Meeting Date: August 14, 2024

Action Requested: Approval of the FY2025 Regional Board Meeting Schedule

Background: The annual CMHPSM Board schedule is posted prior to the start of the next fiscal year on our website and at our physical office space. All pre-scheduled (non-emergency) Board meetings are listed on the schedule for FY2025 as attached.

Connection: CMHPSM Bylaws

Recommend: Approval



# **CEO Report**

## **Community Mental Health Partnership of Southeast Michigan**

**Submitted to the CMHPSM Board of Directors**  
**August 7, 2024 for August 14, 2024 Meeting**

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### *CMHPSM Update*

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- The CMHPSM held an all-staff meeting on Monday June 10, 2024 and July 8, 2024.
- We have scheduled an employee retreat for August 26, 2024 from 9:30am-1:30pm which will be focused on staff input on the mission, vision and values, and potential re-branding of the CMHPSM. We will be holding the retreat within our CMHPSM conference room.
- The CMHPSM leadership team continues to meet on a weekly basis on Tuesday mornings. We have expanded the first meeting of each month to include the three additional staff that supervise staff at the CMHPSM. These leadership/manager meetings will allow the CMHPSM to ensure standardization of human resource efforts related to the supervision of CMHPSM staff.

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### *CMHPSM Staffing Update*

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- The CMHPSM currently has three open posted positions. We are actively reviewing and interviewing for the SUD Treatment Care Navigator, Compliance Manager, and an Operations Assistant.
- More information and links to job descriptions and application information can be found here: <https://www.cmhpsm.org/interested-in-employment>

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### *Regional Update*

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- Our regional committees continue to meet using remote meeting technology and expect we will continue to do so until that option is no longer feasible.
- The Regional Operations Committee continues to schedule to meet on a weekly basis.

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*Statewide Update*

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- The monthly PIHP statewide CEO meeting was held on August 6, 2024. We will meet as a group next on September 3, 2024.
- The monthly PIHP CEO/MDHHS behavioral health leadership staff meeting was held on August 1, 2024. We are scheduled to meet next on September 5, 2024. I provide a summary of those meetings to our regional CMHSP directors at our Regional Operations Committee meetings.
  - The PIHPs received notice that the Conflict Free Access and Planning proposal requirement has been delayed by MDHHS. We do not have an updated submission guideline at this time.
  - The PIHPs were informed that the FY2025 MDHHS-PIHP contract may still be revised further prior to being sent out for execution.
    - The CMHPSM and other PIHPs are in various states of opposition to certain language changes within the FY2025 contract:
      - An artificial Internal Service Fund hard cap of 7.5% was to be imposed as of 10/1/2024.
      - Language related to the lawsuit settlement that our Region has been a party to was to be imposed prior to that settlement being approved by the Court.
      - CCBHC contract language that impacts regions that have non-CMHSP CCBHCs has been disputed by multiple PIHPs.
    - We hope that the version released for signature has some significant edits, we have been informed that the next version will be available by August 16, 2024.

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*Legislative Updates*

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- A quasi-legislative update relates to a case recently decided by the Michigan Supreme Court related to a minimum wage and sick leave requirements ballot initiative that was unconstitutionally manipulated by the Michigan Legislature in 2018. It is projected that the State Treasurer will set an inflation adjustment to the ballot minimum wage of \$10.00 that would increase the minimum wage to somewhere between \$12.00 and \$12.50 on February 21, 2025.

A brief summary of the impact to our service provider network and our funding levels for those providers:

- **Timeline**
  - November 1, 2024: State Treasurer determines inflation adjustment
  - February 21, 2025: The Wage Act AND Earned Sick Time Act goes into effect
  - February 21, 2025: Minimum hourly wage adjusted to \$10 plus the state treasurer's inflation adjustment
  - February 21, 2026: Minimum hourly wage adjusted to \$10.65 plus the state treasurer's inflation adjustment
  - February 21, 2027: Minimum hourly wage adjusted to \$11.35 plus the state treasurer's inflation adjustment
  - February 21, 2028: Minimum hourly wage adjusted to \$12.00 plus the state treasurer's inflation adjustment
  - February 21, 2029 (and after): Minimum hourly wage adjusted to inflation-adjusted minimum wage
- **Earned Sick Time Act**
  - All employees, including part-time and seasonal, must receive one hour of paid medical leave for every 30 hours worked, up to 72 hours annually.
  - Employers need to reassess PTO policies, notice requirements, and documentation.

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*Future Updates*

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- We are planning to cover the following items at our upcoming CMHPSM Regional Board of Directors meetings:
  - September 2024
    - Financial Stability and Risk Reserve Management Policy
    - FY2025 Budget Review
    - FY2025 Contract Review
    - FY2025 Employee Handbook Review
    - Regional Board Officer Election Chair and/or Committee Appointment

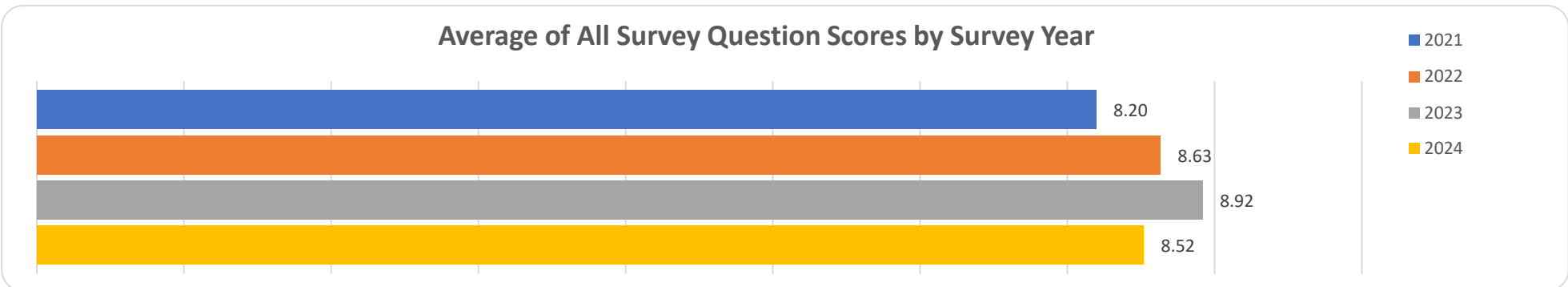
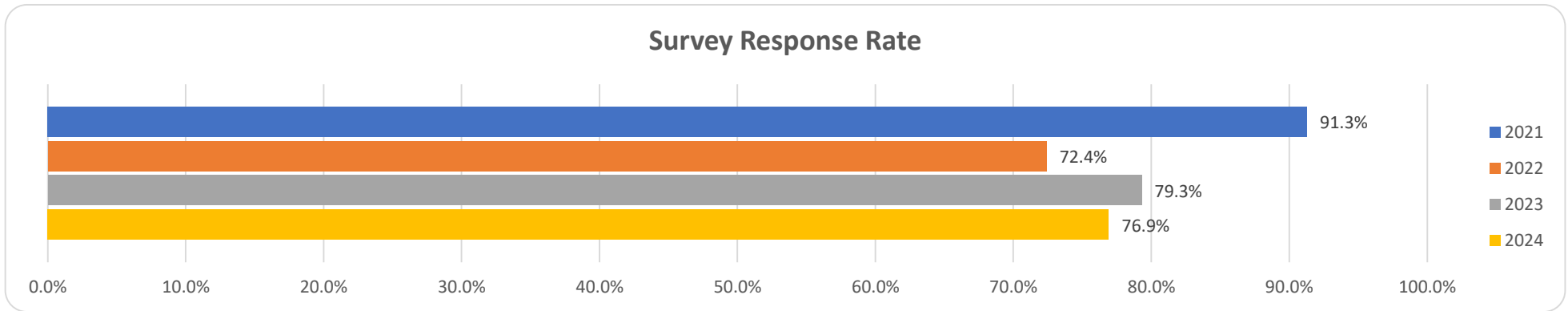
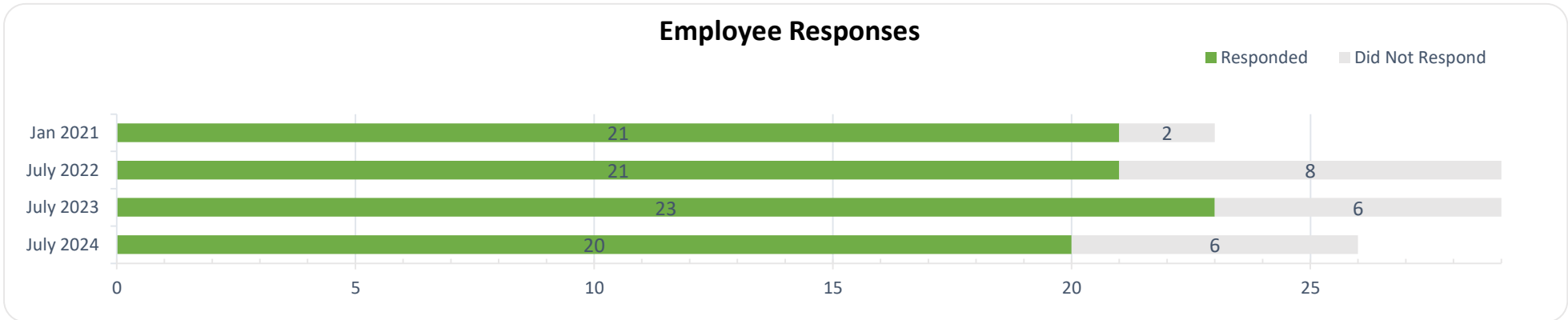
Respectfully Submitted,



James Colaianne, MPA

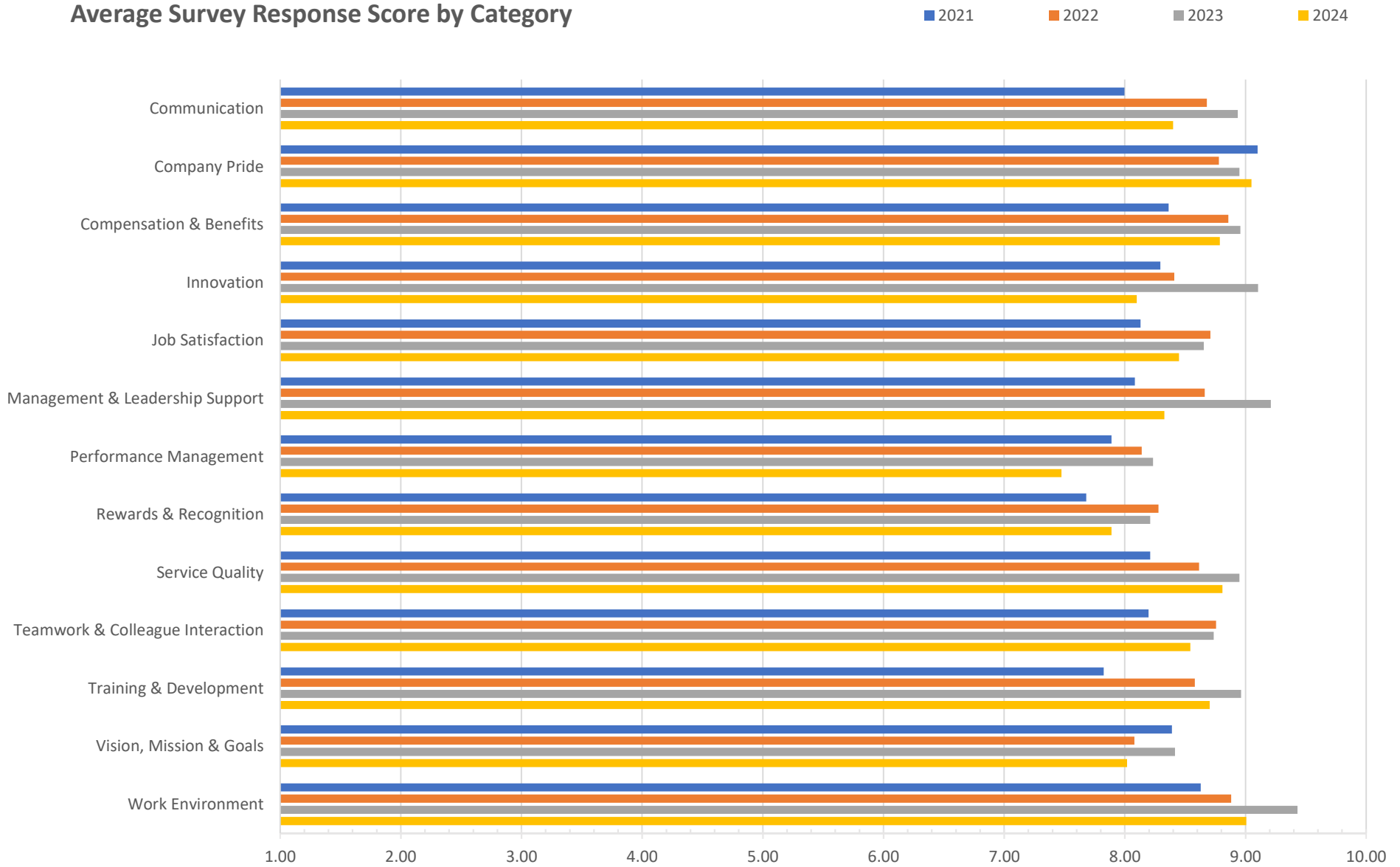


## CMHPSM Employee Engagement Survey Results



# CMHPSM Employee Engagement Survey Results

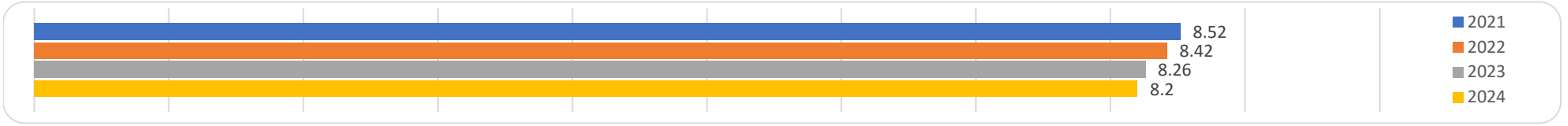
## Average Survey Response Score by Category



# CMHPSM Employee Engagement Survey Results

1 I understand how I contribute to the organization's mission and vision for the future.

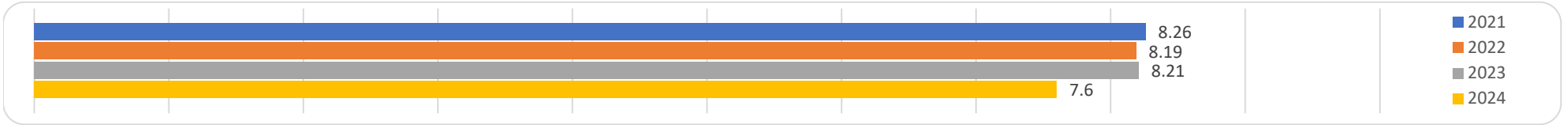
Category: Vision, Mission & Goals



Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2021	1	0	0	0	0	1	0	6	3	8	8.52	19	
2022	0	0	1	1	0	0	3	2	7	7	8.42	21	-1.2%
2023	0	0	1	0	0	0	6	3	9	4	8.26	23	-1.9%
2024	0	0	1	1	0	1	2	5	3	7	8.20	20	-0.7%

2 Goals and objectives for my position within the organization are clearly defined.

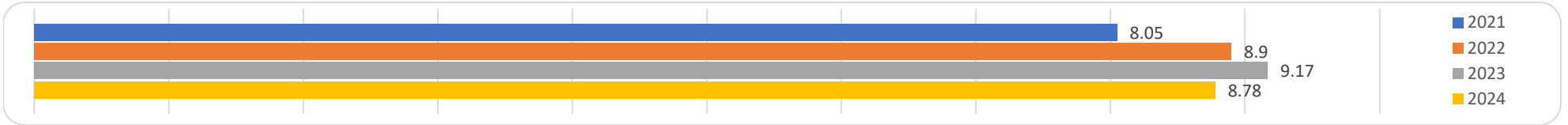
Category: Vision, Mission & Goals



Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2021	1	0	0	0	0	0	4	3	6	5	8.26	19	
2022	0	0	1	0	1	2	2	3	6	6	8.19	21	-0.8%
2023	1	0	0	0	0	0	4	7	6	5	8.21	23	+0.2%
2024	0	1	2	0	1	0	2	6	3	5	7.60	20	-7.4%

3 I have confidence in this organization's leadership.

Category: Management & Leadership Support

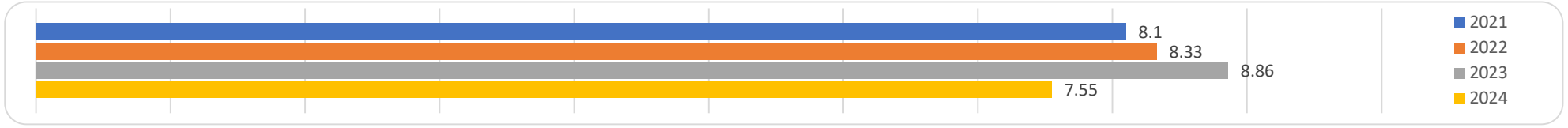


Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2021	2	0	0	1	0	0	1	2	6	7	8.05	19	
2022	0	0	0	0	0	2	1	3	6	9	8.90	21	+10.6%
2023	0	0	0	1	0	0	2	0	7	13	9.17	23	+3.0%
2024	0	0	1	0	0	0	2	2	6	8	8.78	19	-4.3%

# CMHPSM Employee Engagement Survey Results

4 My manager clearly communicates their expectations of me.

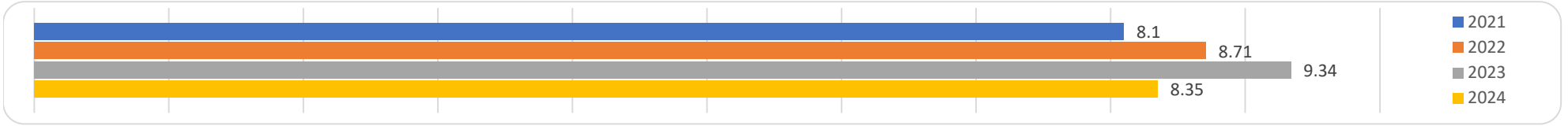
Category: Management & Leadership Support



Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2021	2	0	0	0	0	1	1	3	5	7	8.10	19	
2022	0	0	0	2	0	3	0	4	3	9	8.33	21	+2.8%
2023	0	0	0	1	0	0	1	5	7	9	8.86	23	+6.4%
2024	1	1	1	0	0	2	1	4	6	4	7.55	20	-14.8%

5 My manager supports and encourages me.

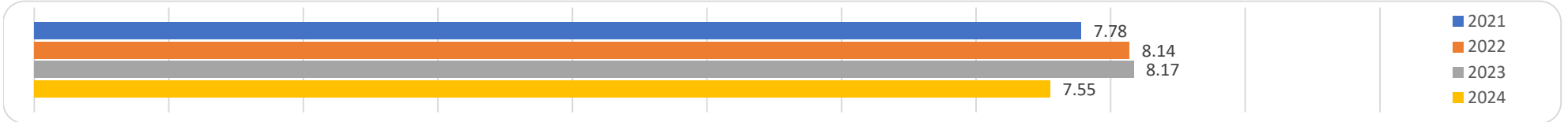
Category: Management & Leadership Support



Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2021	2	0	0	0	1	1	0	2	5	8	8.10	19	
2022	0	0	0	0	2	3	0	2	1	13	8.71	21	+7.5%
2023	0	0	0	0	0	1	0	3	5	14	9.34	23	+7.2%
2024	0	0	2	2	0	0	1	0	4	11	8.35	20	-10.6%

6 My performance standards are clearly defined.

Category: Performance Management

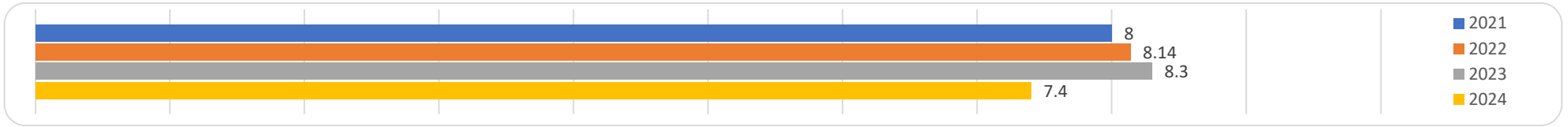


Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2021	2	0	0	1	0	1	0	5	4	6	7.78	19	
2022	0	0	1	0	1	3	2	3	3	8	8.14	21	+4.6%
2023	0	0	0	1	1	1	3	6	6	5	8.17	23	+0.4%
2024	1	0	1	1	1	0	3	4	5	4	7.55	20	-7.6%

# CMHPSM Employee Engagement Survey Results

7 I receive frequent feedback on my performance and the quality of my work.

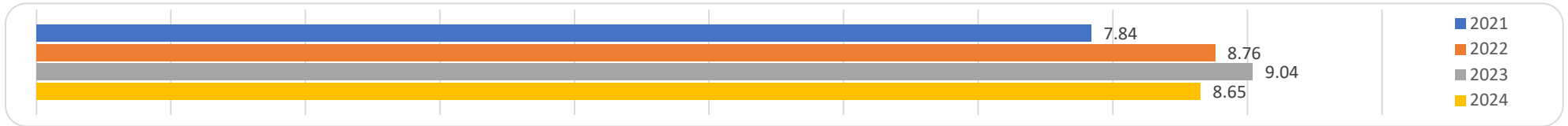
Category: Performance Management



Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2021	1	0	0	2	0	1	1	3	4	7	8.00	19	
2022	0	0	0	2	2	1	1	3	4	8	8.14	21	+1.8%
2023	0	0	0	1	1	1	2	7	4	7	8.30	23	+2.0%
2024	0	2	1	1	0	1	2	4	5	4	7.40	20	-10.8%

8 I have the resources I need to do high-quality work.

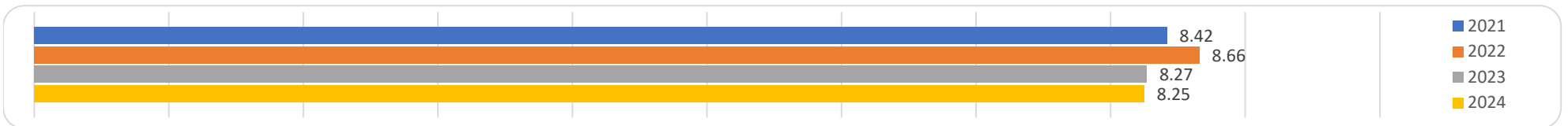
Category: Job Satisfaction



Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2021	2	0	0	1	0	1	1	4	2	8	7.84	19	
2022	0	0	0	0	1	2	0	5	3	10	8.76	21	+11.7%
2023	0	0	0	0	0	0	2	4	8	9	9.04	23	+3.2%
2024	0	0	0	0	0	1	2	6	5	6	8.65	20	-4.3%

9 I have the opportunity to demonstrate what I do best in my role.

Category: Job Satisfaction

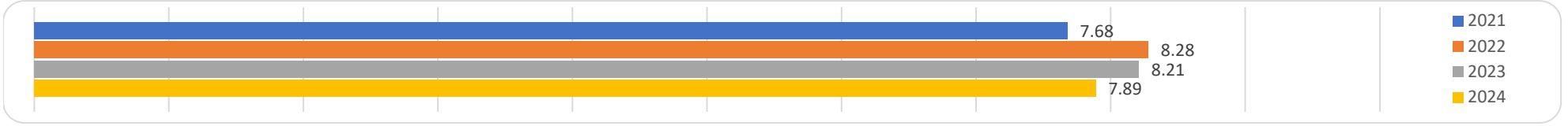


Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2021	1	0	0	0	0	2	0	4	5	7	8.42	19	
2022	0	0	0	0	1	2	1	4	4	9	8.66	21	+2.9%
2023	0	0	0	1	1	0	3	7	4	6	8.27	22	-4.5%
2024	0	1	0	1	0	1	2	3	5	7	8.25	20	-0.2%

# CMHPSM Employee Engagement Survey Results

10 Recently, I have been recognized for doing good work.

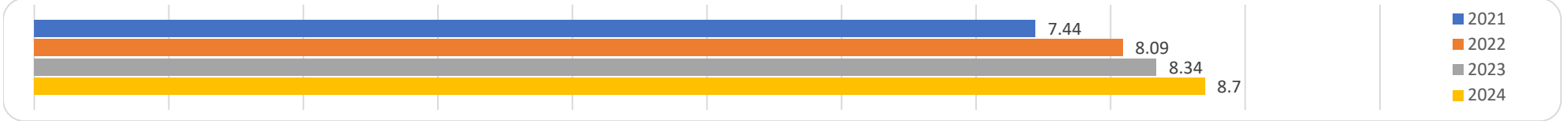
Category: Rewards & Recognition



Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2021	2	0	0	0	0	2	1	6	3	5	7.68	19	
2022	0	0	0	0	2	3	0	6	2	8	8.28	21	+7.8%
2023	0	0	0	0	1	2	5	5	3	7	8.21	23	-0.8%
2024	0	1	0	1	1	1	1	6	2	6	7.89	19	-3.9%

11 The training I receive has given me the skills I need to do my job.

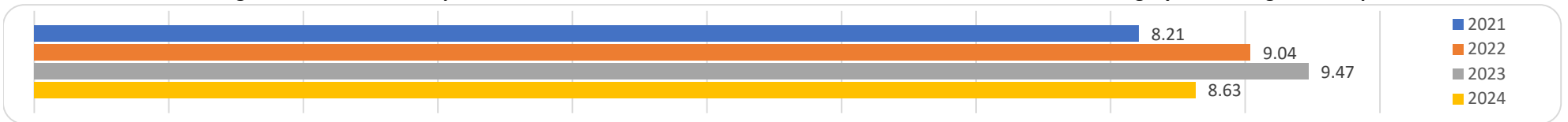
Category: Training & Development



Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2021	2	0	1	0	0	1	1	7	0	6	7.44	18	
2022	0	0	1	1	0	1	5	3	2	8	8.09	21	+8.7%
2023	0	0	0	0	3	0	2	5	7	6	8.34	23	+3.1%
2024	0	0	0	0	0	0	3	7	3	7	8.70	20	+4.3%

12 I am encouraged to learn and develop new skills.

Category: Training & Development

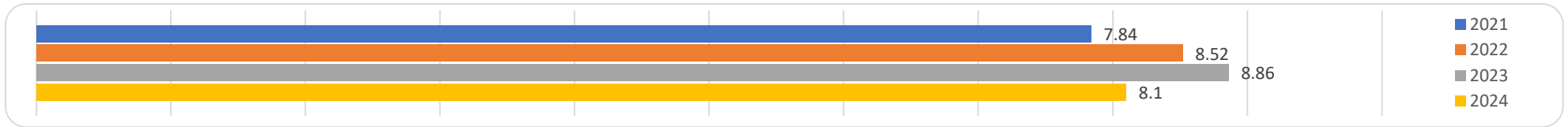


Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2021	2	0	0	0	0	2	0	2	4	9	8.21	19	
2022	0	0	0	0	0	1	3	2	3	12	9.04	21	+10.1%
2023	0	0	0	0	0	0	0	2	8	13	9.47	23	+4.8%
2024	0	0	0	0	1	1	2	4	3	8	8.63	19	-8.9%

# CMHPSM Employee Engagement Survey Results

13 Communication is open and honest in this organization.

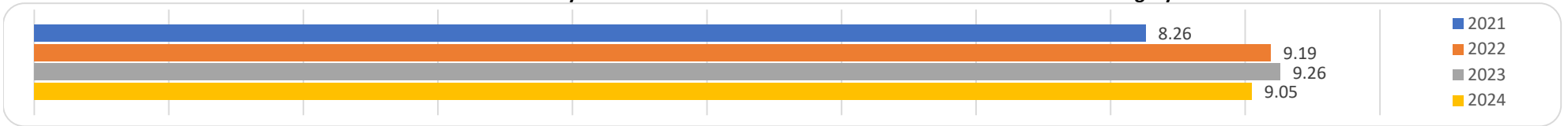
Category: Communication



Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2021	2	0	0	1	0	0	0	5	7	4	7.84	19	
2022	0	0	0	0	2	1	4	1	3	10	8.52	21	+8.7%
2023	0	0	0	0	0	2	1	6	3	11	8.86	23	+4.0%
2024	1	0	0	0	2	1	1	4	4	7	8.10	20	-8.6%

14 I receive CMHPSM news and information in a timely fashion.

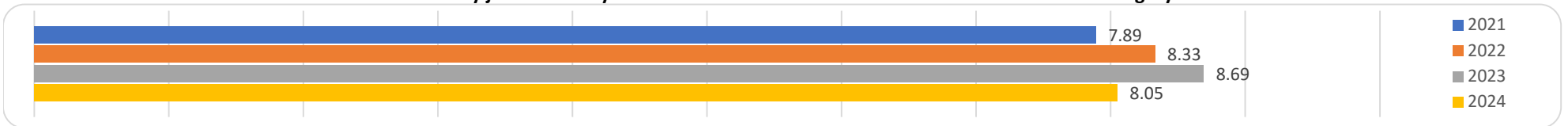
Category: Communication



Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2021	1	0	0	2	0	0	0	3	6	7	8.26	19	
2022	0	0	0	0	0	1	1	2	6	11	9.19	21	+11.3%
2023	0	0	0	0	0	0	0	5	7	11	9.26	23	+0.8%
2024	0	0	0	0	0	0	1	7	2	10	9.05	20	-2.3%

15 I receive the information I need to do my job effectively.

Category: Communication

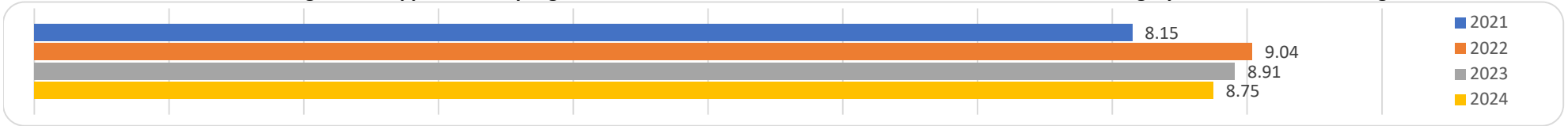


Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2021	2	0	0	1	0	0	1	4	5	6	7.89	19	
2022	0	0	1	0	1	1	1	7	2	8	8.33	21	+5.6%
2023	0	0	0	0	0	1	1	9	5	7	8.69	23	+4.3%
2024	0	0	0	2	1	0	3	5	3	6	8.05	20	-7.4%

# CMHPSM Employee Engagement Survey Results

16 Teamwork is encouraged and supported in my organization.

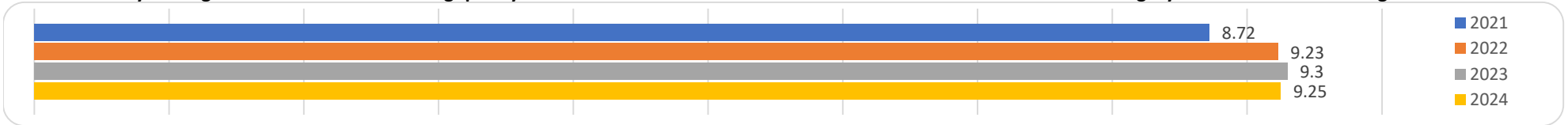
Category: Teamwork & Colleague Interaction



Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2021	2	0	0	0	0	0	2	4	3	8	8.15	19	
2022	0	0	0	0	0	0	3	3	5	10	9.04	21	+10.9%
2023	0	0	0	0	0	1	3	4	4	11	8.91	23	-1.4%
2024	0	0	0	0	0	1	4	3	3	9	8.75	20	-1.8%

17 My colleagues are committed to doing quality work.

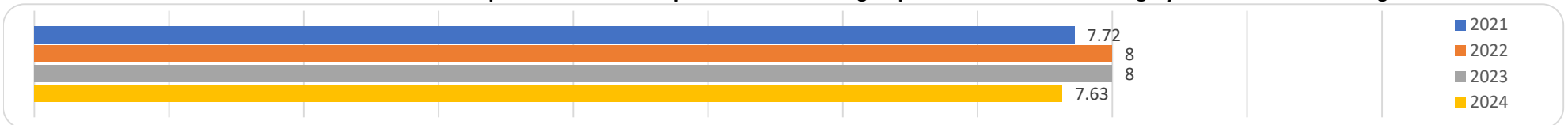
Category: Teamwork & Colleague Interaction



Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2021	1	0	0	0	0	0	2	1	6	8	8.72	18	
2022	0	0	0	0	0	0	2	3	4	12	9.23	21	+5.8%
2023	0	0	0	0	0	0	0	7	2	14	9.30	23	+0.8%
2024	0	0	0	0	0	0	0	6	3	11	9.25	20	-0.5%

18 There is effective communication and cooperation between departments and work groups.

Category: Teamwork & Colleague Interaction



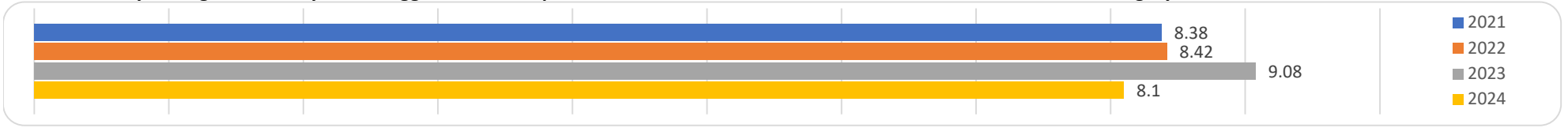
Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2021	2	0	0	1	0	0	2	3	5	5	7.72	18	
2022	0	0	0	0	0	5	2	6	4	4	8.00	21	+3.6%
2023	0	0	0	1	1	2	5	5	2	7	8.00	23	0.0%
2024	0	1	2	0	0	0	1	8	4	3	7.63	19	-4.6%



# CMHPSM Employee Engagement Survey Results

19 My manager values my ideas, suggestions, and opinions.

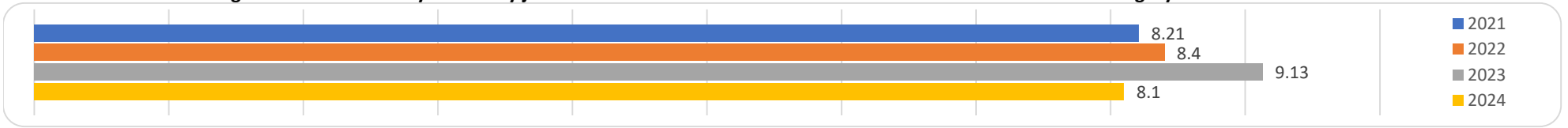
Category: Innovation



Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2021	2	0	0	0	0	0	0	4	3	9	8.38	18	
2022	0	0	0	0	2	2	1	3	6	7	8.42	21	+0.5%
2023	0	0	0	0	0	0	1	6	6	10	9.08	23	+7.8%
2024	1	1	0	1	0	0	2	2	5	8	8.10	20	-10.8%

20 I am encouraged to find better ways to do my job.

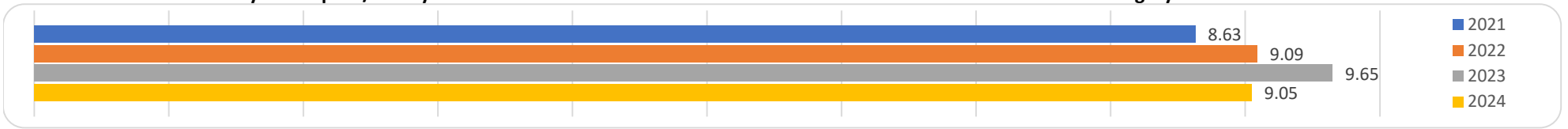
Category: Innovation



Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2021	2	0	0	0	0	1	1	4	1	10	8.21	19	
2022	0	0	2	0	0	1	2	1	6	8	8.4	20	+2.3%
2023	0	0	0	0	0	1	0	4	7	10	9.13	22	+8.7%
2024	1	1	0	0	1	0	2	3	4	8	8.1	20	-11.3%

21 I feel safe in my work space/facility.

Category: Work Environment

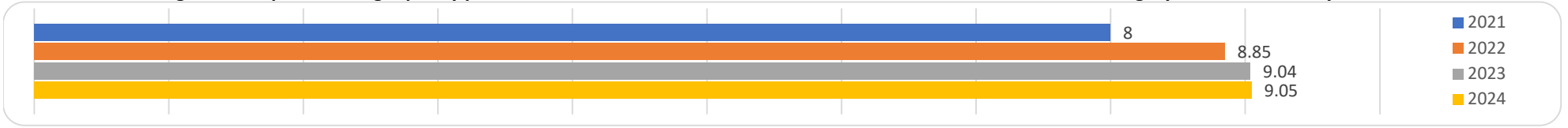


Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2021	2	0	0	0	0	0	0	2	4	11	8.63	19	
2022	0	0	0	1	0	1	0	4	1	14	9.09	21	+5.3%
2023	0	0	0	0	0	0	1	1	3	18	9.65	23	+6.2%
2024	0	0	0	0	0	0	3	3	4	10	9.05	20	-6.2%

# CMHPSM Employee Engagement Survey Results

22 This organization produces high quality products and services.

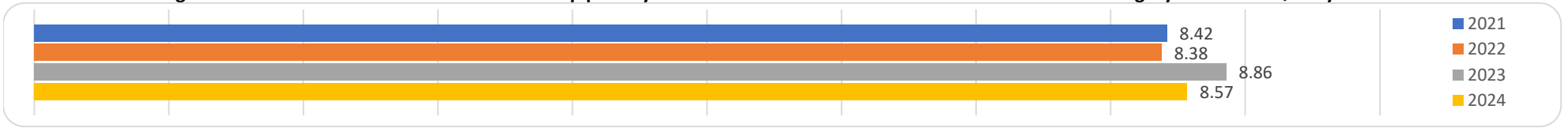
Category: Service Quality



Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2021	1	0	1	0	0	0	2	6	4	5	8.00	19	
2022	0	0	0	0	1	1	1	3	5	9	8.85	20	+10.6%
2023	0	0	0	0	0	1	0	5	7	9	9.04	22	+2.1%
2024	0	0	0	0	0	0	1	6	2	9	9.05	18	+0.1%

23 This organization makes customer satisfaction its top priority.

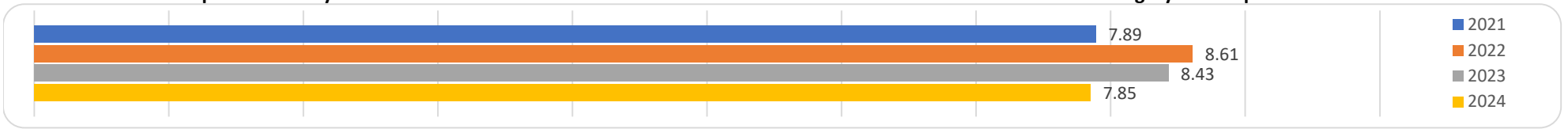
Category: Service Quality



Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2021	1	0	0	0	0	0	2	5	5	6	8.42	19	
2022	0	0	0	0	0	2	5	4	3	7	8.38	21	-0.5%
2023	0	0	0	0	0	1	1	6	6	8	8.86	22	+5.7%
2024	0	0	0	0	0	2	2	5	3	7	8.57	19	-3.3%

24 I am compensated fairly for the work I do.

Category: Compensation & Benefits

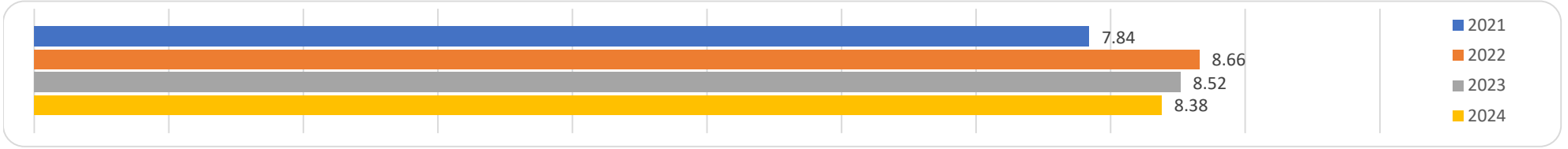


Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2021	1	0	0	0	1	0	4	5	4	4	7.89	19	
2022	0	0	0	0	0	2	1	6	6	6	8.61	21	+9.1%
2023	1	0	0	0	0	0	3	6	6	7	8.43	23	-2.1%
2024	0	1	0	2	1	1	1	4	3	7	7.85	20	-6.9%

# CMHPSM Employee Engagement Survey Results

25 My salary is competitive with similar jobs I might find elsewhere.

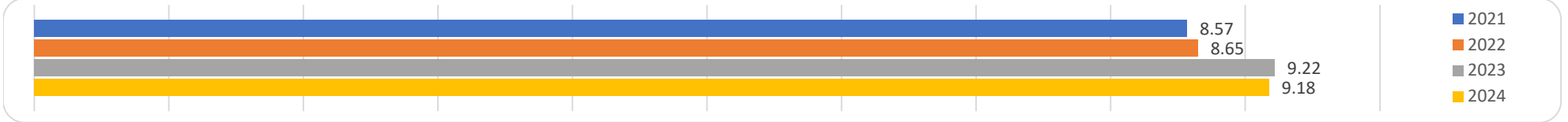
Category: Compensation & Benefits



Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2021	1	0	1	0	1	0	2	6	2	6	7.84	19	
2022	0	0	0	0	0	2	0	8	4	7	8.66	21	+10.5%
2023	0	0	0	0	0	0	5	8	3	7	8.52	23	-1.6%
2024	0	0	1	0	1	1	0	5	3	7	8.38	18	-1.6%

26 My benefits are comparable to those offered by other organizations.

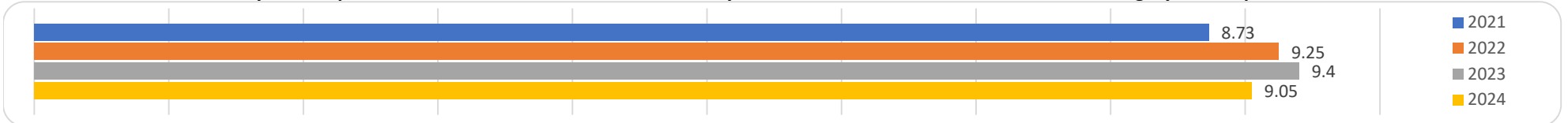
Category: Compensation & Benefits



Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2021	1	0	0	1	0	0	0	4	4	9	8.57	19	
2022	0	1	0	0	0	0	2	5	3	9	8.65	20	+0.9%
2023	0	0	0	0	0	0	1	3	8	10	9.22	22	+6.6%
2024	0	0	0	0	0	1	0	2	5	8	9.18	16	-0.4%

27 I understand my benefit plan and where to find information about my benefits.

Category: Compensation & Benefits

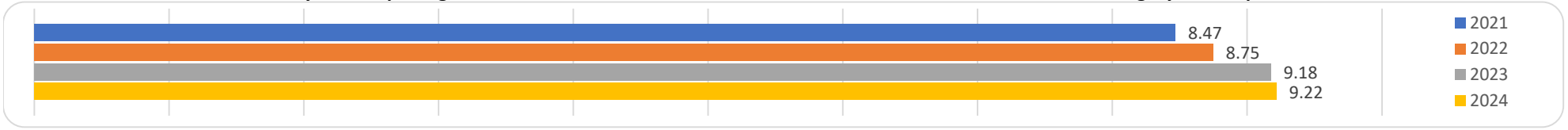


Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2021	1	0	0	0	0	0	1	4	4	9	8.73	19	
2022	0	0	0	0	0	0	1	3	6	10	9.25	20	+6.0%
2023	0	0	0	0	0	0	0	4	5	13	9.4	22	+1.6%
2024	0	0	0	0	1	0	1	2	5	9	9.05	18	-3.7%

# CMHPSM Employee Engagement Survey Results

28 I am satisfied with my benefit package.

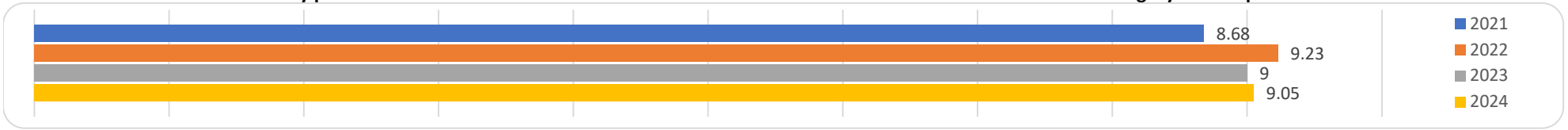
Category: Compensation & Benefits



Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2021	1	0	0	0	1	1	2	1	3	10	8.47	19	
2022	0	0	0	0	0	1	1	7	4	7	8.75	20	+3.3%
2023	0	0	0	0	0	0	1	4	7	10	9.18	22	+4.9%
2024	0	0	0	0	0	0	1	3	5	9	9.22	18	+0.4%

29 I am satisfied with my paid time off.

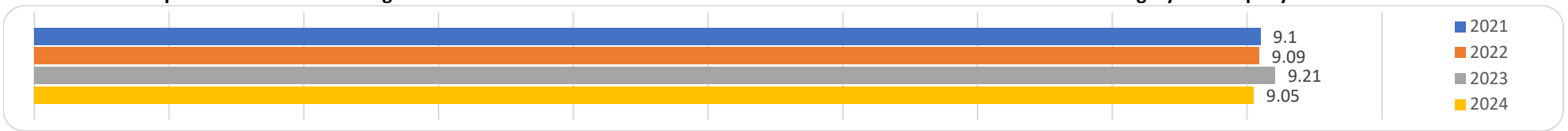
Category: Compensation & Benefits



Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2021	1	0	0	0	0	2	1	1	3	11	8.68	19	
2022	0	0	0	0	0	0	1	5	3	12	9.23	21	+6.3%
2023	0	0	0	0	0	1	3	3	4	12	9	23	-2.5%
2024	0	0	0	0	0	1	1	4	4	10	9.05	20	+0.6%

30 I am proud to work for this organization.

Category: Company Pride



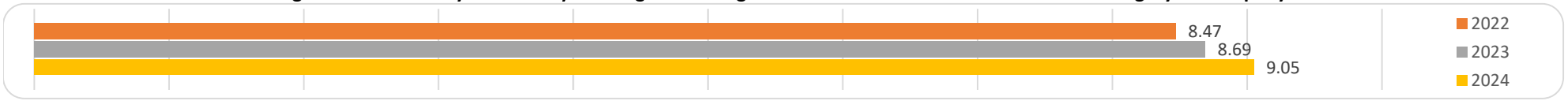
Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2021	1	0	0	0	0	0	0	2	4	12	9.1	19	
2022	0	0	0	0	0	0	4	3	1	13	9.09	21	-0.1%
2023	0	0	0	0	1	0	0	4	5	13	9.21	23	+1.3%
2024	0	0	0	0	0	2	0	3	5	10	9.05	20	-1.7%

# CMHPSM Employee Engagement Survey Results

## 2022/2023/2024 Survey Questions

31 I feel that I'm making a difference in my community working for this organization.\*

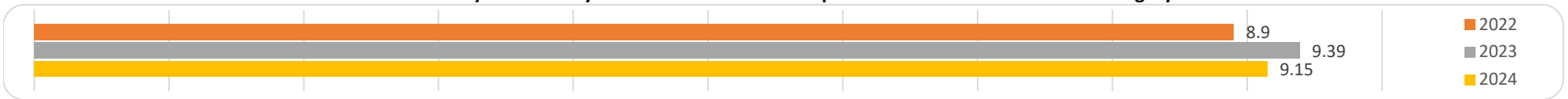
Category: Company Pride



Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2022	0	0	1	0	0	0	2	7	5	6	8.47	21	
2023	0	0	0	0	1	1	0	7	7	7	8.69	23	+2.6%
2024	0	0	0	0	0	0	2	5	3	10	9.05	20	+4.1%

32 I'm satisfied with the amount of flexibility I have in my work schedule and workspaces.\*

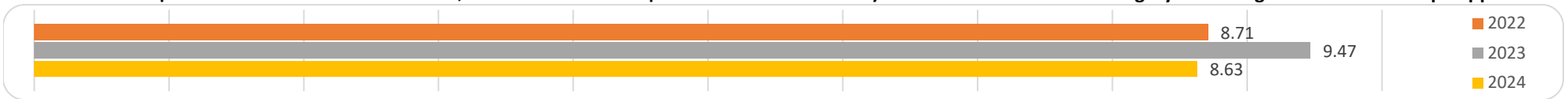
Category: Work Environment



Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2022	0	0	0	2	0	0	1	3	2	13	8.9	21	
2023	0	0	0	0	0	0	1	3	5	14	9.39	23	+5.5%
2024	0	0	0	0	1	1	1	1	3	13	9.15	20	-2.6%

33 If I experienced serious misconduct at work, I'm confident leadership would take action to rectify the situation.\*

Category: Management & Leadership Support

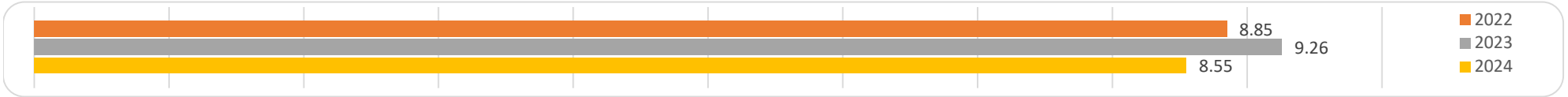


Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2022	0	0	0	0	1	1	3	3	3	10	8.71	21	
2023	0	0	0	0	0	0	1	1	7	14	9.47	23	+8.7%
2024	0	0	0	1	0	2	0	4	4	8	8.63	19	-8.9%

# CMHPSM Employee Engagement Survey Results

34 How likely is it you would recommend our organization as a place to work to others?\*

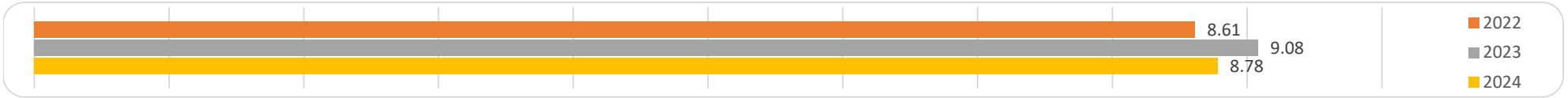
Category: Work Environment



Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2022	0	0	0	1	0	1	2	2	4	11	8.85	21	
2023	0	0	0	0	1	0	0	3	6	13	9.26	23	+4.6%
2024	0	0	2	0	0	0	0	5	2	9	8.55	18	-7.7%

35 I feel that I'm growing professionally being a part of this organization\*

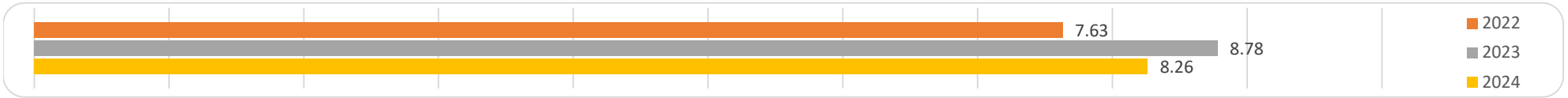
Category: Training & Development



Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2022	0	0	1	0	0	2	1	4	3	10	8.61	21	
2023	0	0	0	1	0	0	1	3	6	12	9.08	23	+5.5%
2024	0	0	0	1	0	1	0	4	5	8	8.78	19	-3.3%

36 The organization makes diversity, equity and inclusion a priority.\*

Category: Vision, Mission & Goals

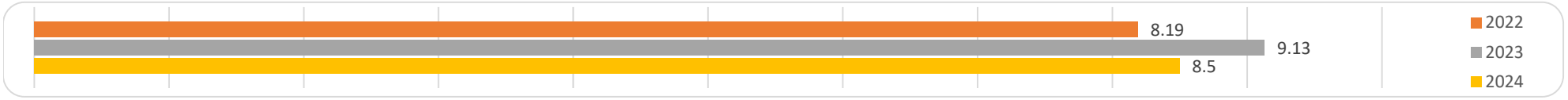


Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2022	0	0	0	1	1	3	4	3	4	3	7.63	19	
2023	0	0	0	0	0	2	2	3	8	8	8.78	23	+15.1%
2024	0	1	0	0	2	1	1	2	4	8	8.26	19	-5.9%

# CMHPSM Employee Engagement Survey Results

37 The organization cares about my mental well being.\*

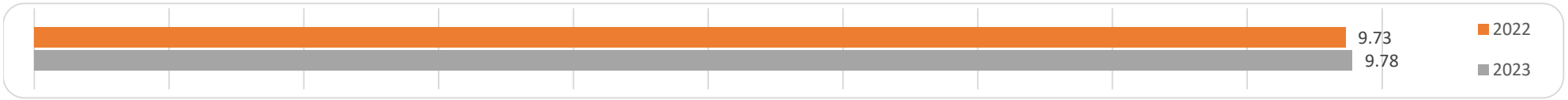
Category: Work Environment



Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2022	0	0	0	0	2	3	1	5	3	7	8.19	21	
2023	0	0	0	0	0	0	1	3	11	8	9.13	23	+11.5%
2024	0	1	0	0	1	0	1	4	3	8	8.5	18	-6.9%

38 I feel the organization has respected my general health and well-being during the COVID pandemic.\*

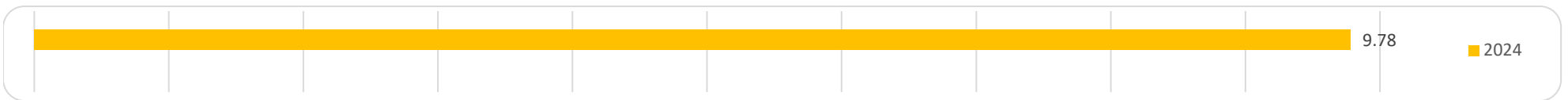
Category: Work Environment



Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2022	0	0	0	0	0	1	0	2	5	13	9.38	21	
2023	0	0	0	0	0	0	0	0	6	17	9.73	23	+3.7%

38 I feel the organization's hybrid workplace / remote work policy is a valuable benefit.\*\*

Category: Work Environment



Survey	1	2	3	4	5	6	7	8	9	10	Average	Responses	Δ Previous Year
2024	0	0	0	0	0	0	0	1	2	16	9.78	19	