

CUMBERLAND COUNTY BOARD OF COMMISSIONERS  
JUNE 5, 2012 – 5:30 PM  
117 DICK STREET, 5<sup>TH</sup> FLOOR, ROOM 564  
SPECIAL MEETING – DEPARTMENT HEAD APPEALS/BUDGET WORKSESSION  
MINUTES

PRESENT: Commissioner Jeannette Council  
Commissioner Kenneth Edge  
Commissioner Charles Evans  
Commissioner Billy King  
Commissioner Ed Melvin  
James Martin, County Manager  
Amy Cannon, Deputy County Manager/Finance Officer  
James Lawson, Assistant County Manager  
Rick Moorefield, County Attorney  
Howard Abner, Assistant Finance Director  
Kelly Autry, Accountant  
Bob Tucker, Accountant  
Todd Hathaway, Finance Department  
Howard Lloyd, Sheriff's Office/Budget  
Hank Debnam, Mental Health LME Director  
Callie Gardner, Pre-Trial Services Division  
Jody Risacher, Public Library and Information Center Director  
Sally Shutt, Communication and Strategic Initiatives Manager  
Candice White, Clerk to the Board  
Kellie Beam, Deputy Clerk to the Board  
Press

ABSENT: Commissioner Marshall Faircloth, Chairman  
Commissioner Jimmy Keefe, Vice Chairman

Commissioner Edge called the meeting to order and stated Commissioner Marshall Faircloth, Chairman, and Commissioner Jimmy Keefe, Vice Chairman, were unable to attend the meeting. Commissioner Edge stated a motion would be in order to select a commissioner to chair the meeting.

MOTION: Commissioner King moved that Commissioner Edge chair the meeting.  
SECOND: Commissioner Melvin  
VOTE: UNANIMOUS (5-0)

Commissioner Edge noted the large number of people in attendance and stated a motion would be in order to recess the meeting to room 118.

MOTION: Commissioner Evans moved to recess the special meeting to room 118.  
SECOND: Commissioner Council  
VOTE: UNANIMOUS (5-0)

Following this action, the meeting recessed to room 118 at 5:31 p.m.

The meeting reconvened in room 118 at 5:40 p.m.

Commissioner Edge called the reconvened meeting to order and stated the purpose of the meeting was to hear from department heads any appeals of the recommended FY2013 budget.

Commissioner Edge recognized Hank Debnam, Mental Health LME Director, who provided the following PowerPoint presentation:

Appeal of Proposed Mental Health Budget

Restore the funding as detailed in the FY 2013 budget request:

- Funding to services and support
- 27 positions proposed to be eliminated
- New position for the CIT/Jail Diversion Program

#### What Does the 1915 b/c Waiver Mean for Cumberland County LME?

Cumberland County Area Board and Johnston County Area Board each elected to remain Single County Area Authorities and sign inter-local agreements with The Durham Center (now known as Alliance Behavioral Healthcare) to implement the Medicaid Waiver. The Waiver goes live January 1, 2013.

#### How Does This Relate to the Budget Request to the County?

- Cumberland County is home to the largest military installation in the U.S. because of this, is a very different community than our partner LMEs with different needs.
- Military places significant demands on community resources without reimbursement for needed behavioral health services. PTSD experienced by returning troops is the worst ever seen. Interventions are available to the active duty soldier on post but families are dependent on the community for intensive treatment services.
- Significant increase in the number of soldiers, being discharged with other than honorable discharges from the military = no military benefits to them. Many are now homeless, suffering significant mental illness and substance abuse and involved with the law.
- We have utilized County funds to develop partnerships and resources to meet the needs of our citizens, including the military.
- The LME needs ongoing County funds to support the infrastructure of these resources as well as our unique community.

#### Impact of Budget as Proposed

The recommended budget has negative impacts for the LME and the citizens of Cumberland County in two primary areas:

- Ability of the Area Authority/LME to Meet their Administrative Responsibilities as an Area Authority/LME and Partner in Implementing the Waiver,
- Loss of Services, Supports and Resources for the Citizens of Cumberland County

#### Differences for Single County programs Versus Merged Program

- Wake and Durham County merged into one program known as Alliance Behavioral Healthcare.
- Alliance Behavioral Healthcare will meet the infrastructure needs for these two counties through the MCO corporate structure.
- Wake and Durham counties will contribute funds to assist their individual counties with county specific needs.
- Cumberland and Johnston County will have to meet their infrastructure needs as an Area Authority independent of the corporate MCO.
- Funds from Cumberland County were to be used to do this.

#### Area Authority Administrative Responsibilities

- Accounting and Financial Management
  - Financial Reporting
  - Budget preparation and monitoring
- Compliance
- Human Resources
- Facilities Management
- Management Information Systems
- As an Area Authority, Administrative support for the Area Board and Committees

#### Key Services Impacted by Proposed Budget Cuts

- System of Care Coordinator, Housing Coordinator and Smart Start Early Intervention Team positions are listed to be eliminated. Positions are primarily funded with State dollars.
- Loss of designated staff assigned to the Juvenile Court for the past twenty years.
- Loss of funding for Sobriety Court
- Loss of supplemental funding to Roxie Avenue Center that served 559 (unduplicated) citizens with serious mental health and substance abuse services. This allowed them to

not be admitted to the hospital, jail or be on the streets. Failure to provide funding forfeits our contract and could lead to Roxie Avenue Center closing.

- Loss of funding for Volunteer Services that provides food, clothing, medication assistance, housing, utilities and management of payee accounts to over 2135 consumers and their families each year.
- Loss of funding for Crisis Intervention Team (CIT)/Jail Diversion Coordinator who will coordinate efforts to address over-utilization of the jail, development of Chronic Consumer Stabilization Unit, and specialized training for all first responders.

#### Key Partnerships Unique to Cumberland County Impacted by Proposed Budget Cuts

- Teens Making a Change Youth Leadership Initiative (T-MAC)
  - In Partnership with Cumberland County CommuniCare, program offers mentoring, skill development and leadership opportunities for all youth, including those with identified problems as well as those at risk of negative outcomes- services to over 500 youth/ year.
- Strengthening Families Parenting Program
  - Coordinates, trains facilitators and conducts evidence based parenting program being available to ALL citizens at no cost to them- offered in schools, public housing, transitional housing, churches and anywhere else requested.
- Community Connections Conference
  - Developed by Community Collaborative nine years ago and seen as a model by the State. Offers training and resources to community on significant issues impacting children and families- attended by over 500 citizens this year
- Funding to support the Victim Advocacy and Forensic Interviewing services for victims of child sexual abuse through the Child Advocacy Center will not be available.
- Funding to assist Better Health in providing medication assistance to uninsured citizens with disabilities during the initial period following diagnosis will not be available.
- Funding to support Autism Society of Cumberland County: Echo newsletter; One on One Family Support will not be available.
- Funding to support the development and distribution of resource materials to citizens through National Alliance for the Mentally Ill (NAMI) will not be available.
- Funding to assist consumers with food, clothing, housing, utilities, transportation and medication through Volunteer Services will not be available.

#### Why a Local Presence is Essential

- Over 1600 visits to the ED by citizens with behavioral health needs (one of the highest in the State)
- In FY 2011, the funding paid for 1141 bed days at Cape Fear Valley. The citizens may not have received the service at Cape Fear Valley Hospital without this contract.
- Need to expand access to local inpatient beds through advocating for additional funding. This will decrease wait time in the ED, law enforcement time and meet citizen needs for immediate inpatient psychiatric care.
- We have no crisis stabilization or inpatient care for children of the Juvenile Detention Center or the ED, both very expensive for the County. When a child presents to the ED, and needs inpatient care, they wait for days before a bed is available outside of Cumberland County.
- Local jail is already over capacity with 25-40% of the residents having MH/SA problems needing treatment.
- Homeless 2012 Point in Time Count indicates a 50% increase in the Homeless population. Of concern is the increase for SPMI adults and those with diagnosable Substance Abuse Disorders.

#### These Are Our Citizens...

- The Mental Health Center is more than an MCO.
- It is the face of hope for our citizens with or at risk of mental health, developmental disabilities or substance abuse concerns.
- It is our responsibility, not just to help manage care, but to partner with others to develop resources, services and supports that meet the needs of Cumberland County.
- Innovative Programs need to continue to be supported and developed with the financial support of the County.

Mr. Debnam stated the May 31, 2012 meeting for the budget presentation was the first time he was aware that the Mental Health LME would receive funding cuts for FY2013 because the Mental Health LME had usually been budgeted \$4.1 million each year. Mr. Debnam stated he wanted to appeal the recommended FY 2013 budget and request that funding be restored for services and support, the 27 positions proposed to be eliminated, and the new position for the CIT/Jail Diversion Program.

Mr. Debnam expressed concern for Key Services Impacted by Proposed Budget Cuts as reflected in his presentation. Mr. Debnam stated the new position requested for the CIT/Jail Diversion Program would be a full-time position to conduct one or two trainings per month in an effort to train as many law enforcement officials as possible. Mr. Debnam also stated he wanted to be sure the System of Care Coordinator and Housing Coordinator positions in the Smart Start Early Prevention Program, which receive some county money to balance out the Partnership for Children grant, would continue to be funded and not be eliminated.

Mr. Debnam referenced a list he provided of the LME positions/functions and new positions for the MCO, and stated the MCO positions would require certain credentials and licensing. Mr. Debnam explained the 27 positions proposed to be eliminated are local presence and infrastructure positions. Mr. Debnam stated Cumberland and Johnston County would have to meet their infrastructure needs as an Area Authority independent of the corporate MCO, so the Mental Health Department would continue to function as an LME/Area Authority and would require the 27 positions to work outside the MCO. Mr. Debnam then referenced Key Partnerships Unique to Cumberland County Impacted by Proposed Budget Cuts as reflected in his presentation and mini-grants provided by the Mental Health LME, and stated the Mental Health LME would like to maintain those stakeholder relationships which are vital to the quality of care in Cumberland County.

Commissioner King asked Mr. Debnam the specifics of his request. Mr. Debnam stated his request was for \$1.3 to \$1.4 million, restoration of the 27 positions and extension of the programs beyond December 31, 2012. Commissioner King asked whether the 47 positions for the MCO could absorb the 27 positions. Mr. Debnam stated the 27 are “boots on the ground” positions and there will probably be about 5% that can go into the MCO 47 positions; however, the 47 positions have qualifications that most of the 27 could not meet. Mr. Debnam stated the 27 positions were basically operational support positions, with only about two of them being licensed positions. Commissioner King whether the 27 positions were needed since the MCO did not request them. Mr. Debnam stated Durham and Johnston counties would continue to receive funds outside the MCO and that was his plan for Cumberland County. At the request of Commissioner King, Mr. Debnam explained how he felt the elimination of the Volunteer Services Department and the Juvenile Court Counselor position would adversely affect clients in the county.

At the request of Commissioner Evans, Mr. Debnam further explained the Crisis Intervention Team (CIT) and Sobriety Court functions. Commissioner Evans stated he had personal experience with the Roxie Avenue Center and knew what it had done for him.

Commissioner Edge asked who determined the positions within the MCO. Mr. Debnam stated it was a negotiation between himself, the Mental Health LME Human Resources Director, and the corporate MCO. Mr. Debnam stated his position was in the MCO. Commissioner Edge asked whether it had been determined how the MCO board would be comprised. Mr. Debnam stated he would keep his local Mental Health LME/Area Authority board and there would be county representation on the MCO board. Mr. Debnam stated the restructuring of the regional or governance board was currently in legislative committee.

In response to a question posed by Commissioner Council, Mr. Debnam stated the Mental Health Department would need more than \$1.7 million in order to restore its budget to \$4.1 million; this would include personnel costs, programs, and the Roxie Avenue Center. Mr. Debnam stated administrative costs such as supplies and utilities would be covered by the MCO.

Commissioner Evans asked how vital the 27 positions were to having an effective mental health system for citizens and in what ways would they be used to be effective. Mr. Debnam stated the non-MCO human resources, facilities management, volunteer services, area board clerk, and management information systems positions were vital to the local presence and infrastructure

operation. Commissioner Evans asked whether elimination of the 27 positions would affect services to people with mental health and substance abuse issues. Mr. Debnam stated anything that affected the ability to provide a vibrant operational structure affected the ability as far as the services side was concerned.

Mr. Martin asked Mr. Debnam how the current CIT position and training related to the request for the new CIT/Jail Diversion position. Mr. Debnam stated once everything was right-sized, the current CIT/Jail Diversion position would no longer be available as of June 30, 2012, and the plan was to make that a full-time CIT coordinator position.

Commissioner King asked about the thought process behind funds that were not provided to the Mental Health LME. Mr. Martin stated it was his understanding that the MCO corporate operation was going to do a number of things currently being done by the Mental Health LME. Mr. Martin stated it was also his understanding that the duties and functions of a number of the positions within the 27 positions were going to be performed at the corporate level and funded at the corporate level, so it was hard for him to justify the county paying for these positions at the local level. Mr. Martin stated it was his understanding earlier that the MCO stood in place of the local Mental Health LME. Mr. Martin stated he was aware of a contract in terms of the hospital for the Roxie Avenue Center and the mini-grant for the Child Advocacy Program. Mr. Martin stated he was also aware there are other local contracts that the Mental Health LME had that would not be picked up by the MCO. Mr. Martin stated he would have to take a look at those contracts in terms of any unintended consequences from his recommendation. Mr. Martin stated it was also his earlier understanding that some, if not all, of the personnel in the 27 positions were functions that would be covered by the corporate MCO out of Durham.

Commissioner Council stated she could not understand why the Mental Health LME would need a personnel officer, to include support personnel, when the county has a Human Resources Department. Commissioner Council also stated the county had an Information Services Department and she could not understand why the Mental Health LME would need a computer technician position, an information systems manager position, and a computer repair technician position. Commissioner Council stated it was known with the advent of mental health reform in 2001 that things were going to change, and to fund these positions whose functions are already provided by the county could necessitate cuts in other county departments.

Commissioner Evans asked how many new positions had been recommended for the detention center. Mr. Martin stated the recommendation was for 46 positions, most of which were detention officer positions. Commissioner Evans asked whether the 46 positions as recommended could be filled by the 27 positions recommended for elimination. Mr. Martin stated personnel in any of the 27 positions who had interest in pursuing the detention officer positions would be welcomed to apply. Commissioner Evans stated a lot of individuals in the detention center need mental health services, and it did not make sense to hire 46 positions for the detention center and eliminate 27 positions at the Mental Health LME. Mr. Martin stated the bulk of the 27 positions were administrative in nature and not direct mental health service positions.

Commissioner Edge recessed the meeting at 6:30 p.m.

Commissioner Edge reconvened the meeting at 6:35 p.m.

Commissioner Edge recognized Jody Risacher, Public Library and Information Center Director, who expressed her gratitude to the Board for their support of the library system and praised the county's sound financial management. Ms. Risacher provided a snapshot of activities at the library to include the increase in service hours; receipt of a Library Services and Technology (LSAT) grant; Science, Technology Engineering and Math (STEM) programs; partnerships that facilitated career readiness; a \$61,640 Golden LEAF grant; a job fair and health screening; and the receipt of a \$20,000 grant for an initiative "Promoting Health and Jobs Among Cumberland County Residents. Ms. Risacher also shared success stories from the library.

Commissioner Edge recognized Callie Gardner, Pre-Trial Services Division. Ms. Gardner stated her appeal fell under Goal 1, Objective 2 of the Strategic Plan which was to assist with efforts to reduce crime by repeat offenders. Ms. Gardner reviewed the information below as provided to the Board.

Cumberland County Pre-Trial Services Division  
 Position: Pretrial Release Specialist  
 Grade: 64 - Salary: \$41,334

NEED	JUSTIFICATION	IMPACT IF NOT FUNDED
<p>2nd Pretrial Release Specialist -</p> <p>Callie Gardner, Director of Pretrial and Day Reporting Center</p> <p>The need tonight falls under Goal 1 Objective 2 of the Strategic Plan – which is where we want to reduce crime by repeat offenders.</p>	<p>-One Pretrial Release Specialist that has 80+ offenders on caseload.</p> <p>-A 2<sup>nd</sup> Pretrial Specialist would allow us to accept new cases to relieve jail overcrowding. The jail addition will create 200+ new beds and with a 2<sup>nd</sup> Pretrial Specialist, we could assist with 35% or 70 of those being placed on our program.</p>	<p>Without approval of this position, would minimize the release and acceptance of new cases onto program. The 2<sup>nd</sup> Specialist would allow for additional placement and relief of overcrowding of the jail.</p>
	<p>This 2<sup>nd</sup> Pretrial Specialist would perform Pretrial and House Arrest releases from jail. This includes coordinating with jail, magistrate, and going to offenders home to install the necessary equipment. An average release could take between 1-3 hours.</p>	<p>Currently, all of my employees rotate the releases from jail, which causes a shortage of staff members in my office at courthouse with Affidavits and other daily processes. (Affidavits are done through our office and are sent to us from the Judge to see if they qualify for a court appointed attorney)</p>
	<p>My 2<sup>nd</sup> Pretrial Specialist would perform MORNING AND AFTERNOON first appearance Court at the Cumberland County Detention Center each day. There are two sessions each day, one at 8:00 am and the 2<sup>nd</sup> at 2:30 pm. There are between 10-20 offenders to be seen in each session.</p>	<p>Currently, I have four employees on a rotation for Detention Center court and court that takes place in the Courthouse. This causes a backlog at the courthouse and a delay in the court proceedings. I have received complaints from Judges regarding the time that it has taken for Affidavits to be completed.</p>
	<p>With the 2<sup>nd</sup> Pretrial Specialist position, we could serve more offenders making the program more effective and efficient for needs of the County. This would allow more one on one contact with offenders ensuring public safety for the citizens of Cumberland County.</p>	<p>Without the approval of this 2<sup>nd</sup> Pretrial Specialist, the new cases to be released from jail and accepted onto the program will be minimal with the current staff. They would therefore have to stay in jail.</p>
	<p>Our Court system is up at 9:00 am each day with Affidavits from 7 courtrooms. This is a process that our office maintains until all courtrooms are recessed each day.</p> <p>We have had over 16,000 Affidavits processed over 2010. 2011 and the first 5 months of 2012. There has been a 30% increase in these three years.</p>	<p>We will continue to have a backlog of offenders to be seen for Affidavits causing a delay in Court proceedings.</p>
	<p>This position was proposed approximately 10 years ago where we had a need for an additional staff member in Pretrial.</p>	<p>I have been with Pretrial since 2001 and in these 11 years, the need has only increased and will continue to do so. Our work load demand with the current staff cannot respond to our needs.</p>

Ms. Gardner responded to questions.

County Manager Martin stated there were no further appeals.

Commissioner King stated as the liaison to the Board of Health, he was under the impression that Buck Wilson, Public Health Department Director, would be present to appeal for additional school nurses. Commissioner King stated Cumberland County ranks low statewide in its number of school nurses and the Board of Health had expressed concern and agreed to approach the Board for additional funding for school nurses. Commissioner Evans stated before Mr. Wilson presents an appeal, he would like to know how many people are being seen at the Public Health Department. Mr. Martin stated Mr. Wilson indicated earlier in the day that he would like to send

a staff member to talk about some of their issues because he had an appointment in Raleigh with some of the legislative members. Mr. Martin stated it was relayed to Mr. Wilson that it would be appropriate for he as a department head to attend the department head appeal meeting rather than a staff member. Commissioner Edge stated his experience has shown difficulties associated with filling school nurse positions.

MOTION: Commissioner Melvin moved to adjourn.  
SECOND: Commissioner Council  
VOTE: UNANIMOUS (5-0)

There being no further business, the meeting adjourned at 7:00 p.m.

Approved with/without revision:

Respectfully submitted,

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Candice H. White  
Clerk to the Board