



SANDHILLS CENTER

Board of Directors Meeting Minutes

October 13, 2020

Via WebEx

Members Present:

Ross Streater
 Alan Perdue
 Dr. Walter Salinger
 Tonya Gray
 Kirk Smith
 Carol Whitaker
 David Allen
 Leann Henkel
 Jerry Earnhardt

Priscilla Little, Secretary
 Gart Evans
 Dr. Alvin Keyes
 Harry Southerland, Vice-Chairperson
 Walter Ferguson
 Matthew Rothbeind
 Mazie Fleetwood
 Thad Ussery, Chairperson

Staff Present:

Victoria Whitt
 Anthony Ward
 Leonard Covington

Sherry Bynum
 Evelyn Quick

Guest: Representative Howard Penny, Harnett County
Lisa Jackson, DMH, LME Technical Assistance Liaison

The Sandhills Center Board of Directors convened for a regular meeting at 6:00 p.m., on Tuesday, October 13, 2020. The meeting was held remotely and at the Sandhills Center Office Building, 185 Grant Street, West End, NC. A WebEx and conference call line was opened for remote Board member's participation and discussion, also allowing for public participation.

Call to Order and Invocation

Chairperson Thad Ussery called the meeting to order at 6:08 p.m. and gave the invocation.

Chairperson Ussery took the opportunity to recognize Representative Howard Penny, Harnett County, and present him a gift as a token of appreciation for his service to the Sandhills Center Board. Representative Penny expressed his appreciation for the gift and for the opportunity of being able to serve on the Board.

Board Member Roll Call

A roll call of attendance was taken. A total of 17 Board members were present: 16 voting and one (1) non-voting.

Conflict of Interest

Chairperson Ussery read the Conflict of Interest statement and asked if any Board member had a conflict of interest concerning agenda items the Board would address in the meeting that would require recusal. No conflicts were stated.

Certification of Quorum

Priscilla Little, Secretary, certified a quorum.

Approval of Agenda

The Agenda was approved by general consent and without objection. Voting yes – Commissioner Ross Streater, Priscilla Little, Gart Evans, Dr. Walter Salinger, Dr. Alvin Keyes, Tonya Gray, Commissioner Harry Southerland, Commissioner Kirk Smith, Walter Ferguson, Carol Whitaker, Matthew Rothbeind, Commissioner David Allen, Mazie Fleetwood, Leann Henkel, and Thad Ussery.

Absent Board Members Justifications

None

Public Comments

None

Approval of Consent Agenda

The Consent Agenda was approved by general consent and without objection. Voting yes – Commissioner Ross Streater, Priscilla Little, Gart Evans, Dr. Walter Salinger, Dr. Alvin Keyes, Tonya Gray, Commissioner Harry Southerland, Commissioner Kirk Smith, Walter Ferguson, Carol Whitaker, Matthew Rothbeind, Commissioner David Allen, Mazie Fleetwood, Leann Henkel, and Thad Ussey. The following were approved:

- September 8, 2020 Board of Directors Meeting Minutes

Oath of Office for New Board Member

Guilford County representative, Commissioner Alan Perdue, was welcomed and administered the Oath of Office.

New Business

➤ Chief Executive Officer's Report – Victoria Whitt, Chief Executive Officer

Mrs. Whitt welcomed everyone and provided the following:

A. Sandhills Center Response to COVID-19 Pandemic

- **Employee Work Status** – Mrs. Whitt took the opportunity to update the Board members on the current work status for all employees. Sandhills is operating under Governor Cooper's Executive order, Phase 3, and remote work options is still available to employees.
- **Employee COVID-19 Testing** – Mrs. Whitt shared the current statistics of employees COVID-19 testing and the process that Sandhills has in place.
- **Access and Continuity of Behavioral Health Services** – Ms. Whitt explained that in September 2020, the NC General Assembly approved HB1105, which included an additional \$38 million appropriated for distribution to the LME/MCOs. The bill includes specific allocations by LME/MCO, including \$4.6 million for Sandhills Center. While earlier funding received from the Coronavirus Relief Reserve has been designated as UCR or Non-UCR, this lump sum distribution can be requested split between UCR and Non-UCR. Sandhills staff are working with State staff to understand the process to make this split and the amount that can be received as Non-UCR. Mrs. Whitt commented that when that information is known, recommendations on how to use this funding will be brought to the Board.
- **Provider Network COVID-19 Outbreak Status** – Mrs. Whitt reported NC DHHS maintains a listing of COVID-19 Ongoing Outbreaks in Congregate Living Settings. The list is routinely reviewed specifically looking for network providers with an ongoing COVID-19 outbreak. Since the last update, two (2) providers in Sandhills Center's provider network have been identified with an outbreak. One Intermediate Care Facility in Moore County serving members with Intellectual/Developmental Disabilities was listed with an outbreak of 13 (4 members and 9 staff). One Residential Substance Abuse Treatment provider also in Moore County reported an outbreak of 5 (4 members and 1 staff).

B. Comprehensive/Facility Based Crisis (FBC) Centers Update

- **Randolph County Update** – Mrs. Whitt reported that several staff were able to tour the facility October 2nd. Daymark continues to actively recruit for all positions, especially for the nursing positions available at the facility. Once all staff are hired, DHSR will start their process for final licensure inspection. Hiring for this program is a priority for Daymark.
- **Richmond County Update** – Mrs. Whitt reported that NC DHHS conducted a virtual inspection on October 7th. The Engineer has approved the facility; however the Architect still has issues related to the firewall. Today, DHSR requested a letter certifying that what has been requested, has been completed. Daymark has started the recruitment process for staff, who must be in place prior to the final licensure inspection.

Mrs. Whitt reported that since the two projects have ran past their completion dates, she continues to work with the General Contractors and legal counsel related to liquidate damages.

The tour date of the Rockingham facility has been set for October 30, 2020, at 2:00 p.m. Information will be sent out to the Board members.

- **Guilford County Update** – Mrs. Whitt reported that the Guilford County FBC center is moving along. An updated construction schedule is showing completing by January 21, 2021. The contracted date is January 31, 2021.

C. Robert Porcher Way, Greensboro Renovations (LME/MCO Offices)

Mrs. Whitt gave an update on the renovations of the LME/MCO offices on Robert Porcher Way. She stated that the renovations are going well. The projected completion date is February 15, 2021.

D. Sandhills Center By-Laws Revisions

Mrs. Whitt gave a refresher on the changes made to the Sandhills Center By-Laws revisions that were approved May 12, 2020. She reviewed the changes:

- ✦ Article III, Section 12 (Electronic Meetings): Allows the Board to conduct official meetings by electronic means where a majority of the Board is unable to attend in person. Effective retroactively due to COVID-19 pandemic.
- ✦ Article IV, Section 3(d) (Definition of "term"): Specifies that when a Board member takes over for a former Board member during an existing term, it is considered one of the three (3) consecutive terms for the new Board member where the existing term is longer than a year and a half.
- ✦ Article IV, Section 5 (Definition of "hiatus"): Allows Board members who have served their three (3) consecutive terms to return to the Board after a year. Allows Board members who leave the Board who have not served three (3) consecutive terms, to return at any time.
- ✦ Article V, Section 2 (Nominating Committee Changes): Effective upon adoption in May 2020 and applies to the upcoming selection of Officers. At the November Board meeting, the Board will elect a Nominating Committee and the Nominating Committee Chairperson.
 - The Nominating Committee must consist of five (5) members inclusive of the Chairperson.
 - The Nominating Committee is required to convene an in-person meeting where feasible in order to present a slate of nominees for the officer positions at the January regular Board meeting.
 - The meeting of the Nominating Committee must provide for active participation and involve all members of the Nominating Committee.
 - The Nominating Committee must confirm the willingness of the nominees to serve in each role prior to the January Board meeting.
 - The Nominating Committee will present its slate of nominees to the Board at the January meeting.
 - The Board Chair will call for nominations from the floor for each office at the January meeting.
 - The Board will vote to elect each officer by a simple majority of the quorum.
 - New officers will be installed at the January Board meeting.
 - The terms of each officer shall be for one (1) year or until their successors are elected.
 - No officer may serve in any one (1) position for more than two (2) consecutive terms beginning in January 2021.
- ✦ Article VII, Section 2 (Committee changes): The Board Chair will appoint members of each standing committee at the January meeting of the Board of Directors. Vacancies may be filled by the appointment of the Chairperson at any regular meeting of the Board. The members of the committee appoint their own Chairperson at the first official meeting of the calendar year. The term of each Chairperson is for one (1) year or until their successors are appointed. No Board member may serve as a Chairperson of the same committee for more than two (2) consecutive terms beginning in January 2021.
- ✦ **Additional Guidance regarding Nominating Committee/Election of Officers:**
 - Officer positions: Chairperson, Vice Chairperson, Secretary.
 - Anyone interested in serving on the Nominating Committee should let their interest be known to Board Chair Ussery before the November meeting.
 - The Nominating Committee must consist of five (5) members, no more, no less.
 - If we have less than five (5) volunteers prior to the November Board meeting, volunteers will be taken from the floor, prior to election/selection by the Board.
 - The Board Chair may serve on any committee except the Nominating Committee; however, any other Board member may serve on the Nominating Committee.
 - Nothing prohibits the members of the Nominating Committee from consulting the Chair or other members of the Board in making its selection.
 - Anyone interested in serving as an officer should make their interest known to a member of the Nominating Committee.
 - Term limits go into effect with this election – so anyone currently serving in an officer position is not prohibited from being nominated and elected to continue to serve, if s/he is still willing to serve.
 - Sherry will help to facilitate the meeting of the Nominating Committee and will take minutes.

Mrs. Whitt stated that if anyone is interested in serving on the Nominating Committee, to see Chairperson Ussery. Chairperson Ussery commented for everyone to think about serving and he thanked the ones who do serve, for serving.

E. Medicaid Transformation/Managed Care

Mrs. Whitt discussed in detail Medicaid Transformation for Standard Plans and the Tailored Plans.

The timeline for **Standard Health Plans** includes a launch date of July 1, 2021. State wide contracts were awarded to: AmeriHealth Caritas; Blue Cross Blue Shield of NC; UnitedHealthcare; WellCare; and Carolina Complete Health Network. All Medicaid beneficiaries, including those with mild to moderate behavioral health problems, will select their plan from one of these contracts. These beneficiaries will include individuals whose behavioral health services are currently managed by the LME/MCOs. Mrs. Whitt commented that Sandhills will lose a lot of members when the Standard Plans take responsibilities for the vast majority of Sandhills current members.

The timeline for **Tailored Health Plans** includes a launch on July 1, 2022, or one (1) year after the successful launch of the Standard Plans. These are specialized managed care plans targeted toward populations with significant behavioral health and intellectual and developmental disabilities (BH/ID). In November, the current seven (7) LME/MCOs will be required to complete a RFA to prove their ability to become a Tailored Plan. Tailored Plans will continue to manage non-Medicaid behavioral health services funded with federal, State, and local funding in accordance with current NC and federal laws, rules, and regulations. Mrs. Whitt noted that the current regulatory body will change to the Department of Insurance (DOI), of which Sandhills will be required to meet their requirements. She also commented that Sandhills is currently in conversations with two (2) of the Standard Health Plans for partnership, WellCare and AmeriHealth.

Mrs. Whitt emphasized the importance that everyone understands the change that Medicaid Transformation will bring. Board members took the opportunity to ask Mrs. Whitt questions regarding Medicaid Transformation.

➤ **Clinical Services & Operations Report – Anthony Ward, Chief Operating Officer/Deputy Director**

Mr. Ward reviewed the following, noting that his reports cover the months of July and August. All benchmarks and measures continue to be met.

- Medicaid Waiver Operations Report – September 2020
- Medicaid Waiver Financial Operations Report – September 2020

Committee Reports

- **Finance Committee Report** – Committee Chairperson Gart Evans reported the Finance Committee met remotely on Friday, October 9, 2020, and reviewed the Finance Report in detail. Chairperson Evans presented and reviewed the Finance Agenda with the Board of Directors. A review of the Consolidated Balance Sheet and Income Statement reflects services through August 31, 2020.

On behalf of the Finance Committee, a motion was made by Committee Chairperson Gart Evans and seconded by Walter Ferguson to “approve the Finance Agenda as presented”. Voting yes – Commissioner Ross Streater, Priscilla Little, Commissioner Alan Perdue, Gart Evans, Dr. Walter Salinger, Dr. Alvin Keyes, Tonya Gray, Commissioner Harry Southerland, Commissioner Kirk Smith, Walter Ferguson, Carol Whitaker, Matthew Rothbeind, Commissioner David Allen, Mazie Fleetwood, Leann Henkel, and Thad Ussery. The motion passed unanimously.

- **Client Rights Report** – Did not meet.
- **Consumer and Family Advisory Committee Quarterly Report** – Committee Chairperson Leann Henkel gave the report.
- **Corporate Compliance & Internal Audit Committee** – Committee Chairperson Matthew Rothbeind gave the report.
- **Human Resources Committee Report** – Human Resources Committee Chairperson Mazie Fleetwood reported that the Human Resources Committee met telephonically Friday, October 9, 2020. Chairperson Fleetwood discussed and reviewed in detail the 2021 Sandhills Employee Benefits Program and the revisions to the CEO Compensation Philosophy.
 - **2021 Sandhills Employee Benefits Program** – *On behalf of the Human Resources Committee, a recommendation was made by Chairperson Mazie Fleetwood and seconded by Walter Ferguson to approve the following recommendations:*
 - No medical plan design change for 2021;
 - No increase employee payroll contribution;
 - Add First Stop Health Telemedicine Benefit at no cost to employees;
 - Add BenefitHub employee discount program – no cost to Sandhills;

- Migrate Life & Disability coverages to Mutual of Omaha.
Voting yes – Commissioner Ross Streater, Priscilla Little, Commissioner Alan Perdue, Gart Evans, Dr. Walter Salinger, Dr. Alvin Keyes, Tonya Gray, Commissioner Harry Southerland, Commissioner Kirk Smith, Walter Ferguson, Carol Whitaker, Matthew Rothbeind, Commissioner David Allen, Mazie Fleetwood, Leann Henkel, and Thad Ussery. The motion passed unanimously.
- **Revised CEO Compensation Philosophy** – On behalf of the Human Resources Committee, a recommendation was made by Chairperson Mazie Fleetwood and seconded by Commissioner Kirk Smith to approve the following recommendations:
 - Adjust the current Sandhills Center CEO Compensation Philosophy instrument to reflect a review will be performed during the fourth quarter ONLY (April – June) to determine if consideration for adjusting the CEO's salary, moving to a yearly review;
 - In recognition of the appreciable growth in salary for Sandhills Center's CEO over the past two years, and the current salary rank among LME/MCO CEO peers, no adjustment in salary be made for the fall of 2020.Voting yes – Commissioner Ross Streater, Priscilla Little, Commissioner Alan Perdue, Gart Evans, Dr. Walter Salinger, Dr. Alvin Keyes, Tonya Gray, Commissioner Harry Southerland, Commissioner Kirk Smith, Walter Ferguson, Carol Whitaker, Matthew Rothbeind, Commissioner David Allen, Mazie Fleetwood, Leann Henkel, and Thad Ussery. The motion passed unanimously.

Closed Session

A motion was made by Priscilla Little and seconded by Commissioner Ross Streater to “go into Closed Session under N.C. Gen. Stat. 143-318.11(a)(1) to discuss confidential information covered under N.C. Gen. Stat. 122C-126.1”. The motion was approved by general consent and without objection. Voting yes – Commissioner Ross Streater, Priscilla Little, Commissioner Alan Perdue, Gart Evans, Dr. Walter Salinger, Dr. Alvin Keyes, Tonya Gray, Commissioner Harry Southerland, Commissioner Kirk Smith, Walter Ferguson, Carol Whitaker, Matthew Rothbeind, Commissioner David Allen, Mazie Fleetwood, Leann Henkel, and Thad Ussery. The Closed Session began at 7:28 p.m.

Sandhills Center Staff in attendance: Chief Executive Officer Victoria Whitt, Chief Operating Officer/Deputy Director Anthony Ward, Chief Legal Officer/Corporate Compliance Officer Evelyn Quick, and Clerk to the Board/Executive Assistant Sherry Bynum.

A motion was made by Commissioner Harry Southerland and seconded by Commissioner David Allen to “reconvene Open Session”. The motion was approved by general consent and without objection. Voting yes – Commissioner Ross Streater, Priscilla Little, Commissioner Alan Perdue, Gart Evans, Dr. Walter Salinger, Dr. Alvin Keyes, Tonya Gray, Commissioner Harry Southerland, Commissioner Kirk Smith, Walter Ferguson, Carol Whitaker, Matthew Rothbeind, Commissioner David Allen, Mazie Fleetwood, Leann Henkel, and Thad Ussery. Open Session reconvened at 7:34 p.m.

A motion was made by Commissioner Harry Southerland and seconded by Carol Whitaker “to engage TFF Architects & Planners in further discussions to develop a contract to provide architectural services for the development of a corporate office building in West End, NC.” Voting yes – Commissioner Ross Streater, Priscilla Little, Commissioner Alan Perdue, Gart Evans, Dr. Walter Salinger, Dr. Alvin Keyes, Tonya Gray, Commissioner Harry Southerland, Commissioner Kirk Smith, Walter Ferguson, Carol Whitaker, Matthew Rothbeind, Commissioner David Allen, Mazie Fleetwood, Leann Henkel, and Thad Ussery. The motion passed unanimously.

Old Business

None

Comments



Commissioner Harry Southerland stated that he had the opportunity to attend a virtual stakeholders meeting for Anson County and commented on the outstanding presentation given by Mr. Ward on behalf of Sandhills Center.

Commissioner Kirk Smith shared that Lee County has had an increase of individuals with substance use issues. He thanked Mrs. Whitt for the response to his email. He discussed the facility that First Health has established in Lee County. He commented that Mrs. Whitt is here to help and always responds timely to emails.

Commissioner Alan Perdue commented that he had the opportunity to work with Mrs. Whitt and noted that he totally concurs. He commented that Mrs. Whitt and Mr. Ward are remarkable to work with. They have been instrumental in helping to provide services to the people of Guilford County.

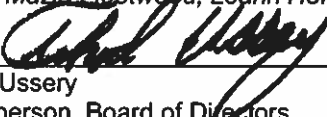
Board Materials

- 📄 DMA Monthly Financial Report – August 2020
- 📄 Human Resources Report

-  Newspaper Articles
-  Other

Adjournment

The meeting adjourned by general consent and without objection. Voting yes – Commissioner Ross Streater, Priscilla Little, Commissioner Alan Perdue, Gart Evans, Dr. Walter Salinger, Dr. Alvin Keyes, Tonya Gray, Commissioner Harry Southerland, Commissioner Kirk Smith, Walter Ferguson, Carol Whitaker, Matthew Rothbeind, Commissioner David Allen, Mazie Fleetwood, Leann Henkel, and Thad Ussery.



Thad Ussery
Chairperson, Board of Directors

11-10-2020
Date

Documents referred to in these minutes may be obtained by contacting Sherry Bynum at sherryb@sandhillscenter.org or 910-673-9111.

Submitted by: Sherry Bynum, Clerk to the Board of Directors/Executive Assistant to CEO