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TO: Jeff Irwin, Chair
Ways & Means Committee

THROUGH: Robert E. Guenzel
County Administrator

FROM: Kathleen Reynolds, Director
Washtenaw Community Health Organization

DATE: July 6, 2005

SUBJECT: Resolution to approve the creation of two (2.0) FTE, WCHO
Division Manager II positions and one (1.0) FTE Health Services
Supervisor position to be leased to the Washtenaw Community
Health Organization

BOARD ACTION REQUESTED:

The Washtenaw Community Health Organization is requesting that the Board of Commissioners approve the creation of two (2.0) FTE, WCHO Division Manager II (Grade 32) positions to be leased to the Washtenaw Community Health Organization to fulfill regional responsibilities for performance improvement and organizational compliance for Lenawee, Livingston, Monroe and Washtenaw Counties and one (1) FTE Health Services Supervisor (Grade 77) position for local efforts in Washtenaw County.

BACKGROUND:

The Washtenaw Community Health Organization is the regional Pre-paid Inpatient Health Plan (PIHP) with Medicaid mental health service oversight responsibilities in Lenawee, Livingston, Monroe, and Washtenaw. The WCHO, which had been managing the state funding for Washtenaw County mental health services for several years, began to receive and manage all of the Medicaid funding for the four county area in October 2003. To date the WCHO has provided support for the affiliation at a rate of 1.03% per year. This rate reflects the actual amount of time spent on regional activities by staff of the WCHO.

A clear value of the regional affiliation has been to contain costs and create positions only when there is a clear, defined need and set of responsibilities. Only one (1) new position has been created to perform regional functions. The Affiliation's Executive Directors have authorized the WCHO to create an additional two full-time positions.

One of the positions will oversee regional performance improvement activities and one will oversee organizational compliance. In addition, to handle local Washtenaw County Health Services functions the WCHO needs to add an additional Health Services Supervisor.

DISCUSSION:

The Community Mental Health Partnership of Southeast Michigan has emerged as one of the strongest, most effective regional affiliations in the state. The Partnership has regionalized functions when that regionalization would result in better value, contain or reduce costs and/or provide a more effective and efficient operational process. Currently, the affiliation has a regionalized Recipient Rights protection system with the WCHO providing rights services in all four counties, a part time regional grievance and appeals coordinator, a part time regional compliance officer and a number of regional committees and workgroups addressing key issues and areas for standardization and coordination.

Recently, the Performance Improvements Workgroup recommended the creation of a full time regional performance improvement administrator. Currently the affiliation has five PI Coordinators and six PI committees. The regionalization of performance improvement will result in cost savings for each county by consolidating the local performance improvement committees into one regional committee and consolidating some of the individual performance improvement coordinator responsibilities into one position. This will allow for more consistency across the counties in data collection, analysis and performance improvement processes.

The Organizational Compliance position will move from part time to full time in order for the affiliation to meet expanded federal and state monitoring requirements. The federal Balanced Budget Act has added hundreds of requirements that the WCHO and its local partners must meet. The knowledge and expertise that is needed to comply with these standards has grown to such a specialty that the region needs an individual to specialize only in these compliance activities. This individual will serve as a WCHO Division Director for Compliance and will insure compliance across all four affiliates.

Locally, the WCHO needs to add an additional Health Services Supervisor. The current Health Services Supervisor was reassigned and is successfully working in another part of the organization. The WCHO needs to create a second Health Services Supervisor to oversee Health Services Access.

IMPACT ON HUMAN RESOURCES:

This resolution creates three (3) new positions as defined below:

<u>Position #</u>	<u>Title</u>	<u>Grade</u>	<u>Group</u>	<u>FTE</u>
3254-0003	WCHO Division Manager	32	32	1.0
3254-0004	WCHO Division Manager	32	32	1.0
7740-0026	Health Services Supervisor	77	10	1.0

IMPACT ON BUDGET:

Creation of this position will be cost-neutral for the County, as all costs associated with the position will be paid by the WCHO under the terms of the lease agreement.

The regional positions are funded equally by the affiliation partners. Lenawee, Livingston and Monroe will provide 75% of the funding for the two positions. The WCHO's 25% of those positions will be funded by existing Medicaid and State general funds allocated to the WCHO.

The local Health Services Supervisor position will be funded out of the mental health and substance abuse administrative budgets including funding from other entities that purchase service from the WCHO.

IMPACT ON INDIRECT COSTS

None

IMPACT ON OTHER COUNTY DEPARTMENTS OR AGENCIES:

None

CONFORMITY TO COUNTY POLICIES:

This action conforms to all appropriate County policies.

ATTACHMENTS:

None

A RESOLUTION CREATING TWO (2) FTE'S, WCHO DIVISION MANAGER II POSITIONS AND ONE (1) FTE HEALTH SERVICES SUPERVISOR POSITION TO BE LEASED TO THE WASHTENAW COMMUNITY HEALTH ORGANIZATION

WASHTENAW COUNTY BOARD OF COMMISSIONERS

JULY 6, 2005

WHEREAS, the Washtenaw Community Health Organization (WCHO) has received approval from the regional affiliation directors to create a full time Regional Performance Improvement Coordinator and a full time Organizational Compliance positions, paid for by the affiliation partners; and

WHEREAS, the Washtenaw Community Health Organization has a need for an additional Health Services Supervisor to meet service demand; and

WHEREAS, it has been determined that the appropriate job classification for the regional positions is a WCHO Division Director II (Grade 32) and the Health Services Supervisor (Grade 77); and

WHEREAS, this matter has been reviewed by the Washtenaw Community Health Organization Board, County Administration, the Finance Department, Human Resources, Corporation Counsel and the Washtenaw County Ways and Means Committee.

NOW THEREFORE BE IT RESOLVED that the Washtenaw County Board of Commissioners hereby creates the following position to be leased to the Washtenaw Community Health Organization:

<u>Position #</u>	<u>Title</u>	<u>Grade</u>	<u>Group</u>	<u>Create</u>
3254-0003	WCHO Division Manager	32	32	1.0
3254-0004	WCHO Division Manager	32	32	1.0
7740-0026	Health Services Supervisor	77	10	1.0