



COUNTY ADMINISTRATOR  
220 NORTH MAIN STREET, P.O. BOX 8645  
ANN ARBOR, MICHIGAN 48107-8645  
(734) 222-6850  
FAX (734) 222-6715

TO: Barbara Levin Bergman  
Chair, Ways & Means Committee

THROUGH: Robert E. Guenzel  
County Administrator

FROM: Kathleen Reynolds, Director  
Washtenaw Community Health Organization (WCHO)

DATE: September 3, 2008

SUBJECT: Creating a 1.0 FTE position for the WCHO

**BOARD ACTION REQUESTED:**

It is requested that the Board of Commissioners approve the creation of a 1.0 FTE Level 01– WCHO Deputy Administrator position.

**BACKGROUND:**

The Washtenaw Community Health Organization (WCHO) would like to create one (1) 1.0 FTE position to accommodate its new activities related to the proposed Medicaid waiver and additional administrative responsibilities in the WCHO related to integrated healthcare initiatives, regional activities, and consulting opportunities. The state and national recognition given to the Encompass electronic medical record, the creative integrated health initiatives, including new financing options, and other consulting opportunities have strained the day to day staffing resources of the organization. To compensate for the staffing needs created by these opportunities the WCHO would like to create a 1.0 FTE WCHO Deputy Administrator–Level 01 position to oversee special projects, innovation, and creativity. Specifically this position will lead WCHO’s efforts to develop new funding mechanisms for integrated healthcare initiatives based on revenue opportunities available from State and federal sources plus grants and consulting activities.

**DISCUSSION:**

The WCHO is entering into the next phase of development of an integrated health system to provide quality behavioral health care that promotes recovery and wellness, fosters resilience and supports self determination and empowerment so individuals served are successful in achieving their personal goals and dreams. In line with the value of coordinated and continuous care between and across healthcare systems and providers, the pursuit of a Medicaid waiver will enable another step in that direction. The additional funding from this waiver will offset the increase in administrative costs.

**IMPACT ON HUMAN RESOURCES:**

This action will result in the creation of one 1.0 FTE status WCHO Deputy Administrator position.

**IMPACT ON BUDGET:**

There is no net impact on the WCHO's current FY 2007-08 budget. The full year cost for this position will be included in WCHO's FY 2008-09 budget. There is no impact on the County's budget. WCHO will cover all personnel cost increases for this position in future fiscal years.

**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/APPENDICES:**

None

A RESOLUTION CREATING A 1.0 FTE POSITION FOR THE WASHTENAW  
COMMUNITY HEALTH ORGANIZATION

WASHTENAW COUNTY BOARD OF COMMISSIONERS

September 3, 2008

WHEREAS, Washtenaw Community Health Organization (WCHO) has grown from a \$40 million dollar to a \$127 million dollar operation, with over \$96 million of this amount committed for behavioral health care; and

WHEREAS, the WCHO is actively pursuing a new Medicaid waiver and other available revenue sources to provide new funding options which will support expansion of the integrated healthcare model; and

WHEREAS, this anticipated growth will further increase the span of control of budgeting, supervision, and monitoring of the two senior administrative staff of the organization and requires the creation of one additional administrative position; and

WHEREAS, the WCHO will cover all personnel costs for this position; and

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

NOW THEREFORE BE IT RESOLVED that the Washtenaw County Board of Commissioners hereby approves the creation of the following position:

<u>Position #</u>	<u>Position Title</u>	<u>Level</u>	<u>Group</u>	<u>Create</u>
9005-0003	WCHO Deputy Administrator	01	32	1.0
	Totals			1.0