



## Thurston-Mason Behavioral Health Organization (TMBHO) Agenda Special Meeting

<b>Date:</b>	June 16, 2017	<b>Time:</b>	3:15pm
<b>Location:</b>	Thurston County Courthouse, 2000 Lakeridge Drive SW, Bldg 1, Room 280		
<b>Staff Contact/ Author:</b>	Sherri Nehl, HR Manager      Phone: 360-867-2596		
<b>Commissioners:</b>	Bud Blake, TMBHO Chair Terri Jeffreys, TMBHO Vice Chair (telephonic) John Hutchings, Commissioner (telephonic)		
<b>Also in attendance</b>	Sherri Nehl, HR Manager Laura Boyd, Ventur2 Consulting (telephonic) Anne Puffer, Ventur2 Consulting (telephonic)		
<b>Review TMBHO Administrator Position Description</b>	<p>Commissioner Blake called the meeting to order at 3:18pm. The Board was asked for input on the draft of the Administrator Job Position. Commissioner Jeffreys reviewed, and approved with no changes. Commissioner Hutchings asked if the draft encompassed what the Administrator is currently doing. Laura confirmed the draft included current job duties as well as anticipated job functions after the separation from the county. An analysis by the TMBHO management team was conducted. That analysis was the base line for the job description provided.</p> <p>The review of the position description was completed with no changes made by the board.</p>		
<b>Review Market Analysis for TMBHO Administrator Position</b>	<p>The board was provided a two-page summary of data points from a local, regional, and nationwide healthcare market analysis.</p> <p>Laura Boyd walked the board through the collection process of data points used in the market analysis. Commissioner Jeffreys inquired about the data points used. Laura replied that state wide publicly available salary ranges were reviewed, Milliman survey data was used for health care comparables, and Salary.com was utilized for national survey data. Commissioner Hutchings asked for clarification on the market analysis versus the salary recommendation table. Laura responded that the market analysis provides a framework and data to consider, and the salary recommendation is based on the build of the organization. Commissioner Blake asked if there was a consideration for recommendation as a BHA only. Laura responded that factors were analyzed, and that the titles are nomenclature, but the functionality of the organization is what was taken into consideration. Commissioner Hutchings asked about the data points selected, and if the job descriptions were all the same across the organizations. Laura responded that the data is a little more general than a specific BHO. Healthcare data has more clinical focus, and various levels of management. We do not have direct BHO data in the data set. Commissioner Hutchings asked if for-profit, not-profit, and government were considered. Laura stated that it is a combination of all types. Commissioner Blake asked what the timeline was before a decision had to be made. Sherri Nehl stated that to make the August 1, 2017 separation deadline, the board needs to have the Administrator position settled by the July board meeting. Agenda setting is July 14, the full board meeting is July 20. The board will need to appoint the Administrator position first, in order for the Administrator to hire the TMBHO staff by August 1. Commissioner Hutchings asked if the job description needs to include the ability to maintain CEU's. Laura</p>		

responded that the ability to maintain their healthcare license is included.

Commissioner Blake asked if the board needs to move to closed session.

Commissioner Blake requested time to review the salary study and recommendation and not move into closed session today, but to reconvene this discussion during the July 14 agenda setting.

Commissioner Blake stated that there does need to be a discussion if the board chooses to re-appointment the Administrator position, or if the board needs to go out for hire.

Commissioner Jeffreys stated that due to the specialty of this position, due to the timeline, due to the familiarity of the business, and the experience of the incumbent, her preference would be to re-appoint.

Commissioner Hutchings agreed with Commissioner Jeffreys statements. The TMBHO has a high functioning team that is making progress. He would recommend reappointment, unless the incumbent does not want to continue in his position.

Commissioner Blake agreed to ask the incumbent on behalf of the board if he would like to stay in his current position. Commissioner Blake was in agreement with Commissioner Hutchings and Commissioner Jeffreys to re-appoint the incumbent.

The Board unanimously agreed to move forward with the reappointment process for the TMBHO Administrator position. This will be added as an agenda item for the July 20 board meeting for a formal vote.

Laura asked the board if there was any additional information required to help in their decision making process. Commissioner Jeffreys stated that a subset of information of healthcare salary levels in the two county region would be helpful. Laura stated that that they would attempt to collect that information. Sometimes that information is it is not publicly available. Equivalency is a challenge for this position. Other healthcare directors would not have the same organizational infrastructure responsibilities. Commissioner Hutchings asked about the impact of HCA and 2020 timeline to integration. Laura stated that the board can look at alternative futures and strategic planning. Healthcare is an uncertain market that is constantly changing. Laura stated that the board can contact her at any time for questions.

The board adjourned at 3:43pm.

*I certify this is a true and correct copy of the original document maintained in the Office of the Thurston-Mason Behavioral Health Organization.*

ATTEST:

  
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Tina Gehrig, Clerk of the Board

Date: 7/20/17