

MINUTES  
San Bernardino County  
**BEHAVIORAL HEALTH COMMISSION MEETING**  
June 1, 2017 - 12:00-2:00 pm

**Commissioners Present:** Ed O'Brien, Veatrice Jews, Carol Kinzel, Sean Welsh May Farr, Michael Grabhorn, Jane Godager, Akin Merino, Christopher Massa, Lizett Santoro on behalf of Supervisor James Ramos.

**Excused Absence:** Monica Wilson, Susan McGee-Stehsel, Jennifer Spence-Carpenter, Troy Mondragon, Paul Williams, Catherine Inscore.

**Absent:**

**Guests:** Sarah Eberhardt-Rios, Laretta Ross, Doris Turner, Jon Buffong, Gregory Nyx, Laurence Gonzaga, Wayne Henkelman, Monique Amis, Beverly Scott, Maria Mora, Kristen Mungcal, Victoria Barehi, Nancy Olsen, Shannon Lacabanne, Josh Morgan, Carl Mascarena, Gayle Morrow, Andre Bossieux, Michael Schertell, Chekesha Gilliam, Sherwin Farr, Valerie Williams, Brianna Flores, Luis Hernandez, LaDoris Griem, Edwin Henderson, Clint Lewis, Stephanie Guix, Jacqueline Hill, Cynthia White, Ashley Banks, Marina Espinosa, Jahaira Rivera, Joshua Rubio, Rodney McClain, Stella Grosso, Sue Abito, Lana Frausto, Lynn Neuenswander, Donna Villasenor, Tracy Bomberger, Michelle Dusick, Jennifer Pacheco, Michael Sweitzer, Dennis Terrones, Jennifer Weed, Andre Masdey, Josie Enriquez

Minutes recorded by Raquel Ramos, Clerk of the Behavioral Health Commission (BHC).

**CALL TO ORDER AND INTRODUCTIONS**

Co-Chair, Ed O'Brien called the meeting to order at 12:08 p.m. and led the Pledge of Allegiance; self-introductions followed.

**Tab 4:** Review Minutes of 5/4/2017.

**APPROVED**

Motion/Second: May Farr/ Michael Grabhorn

AYES: Ed O'Brien, Veatrice Jews, Carol Kinzel, Sean Welsh, Jane Godager, Akin Merino

ASBSTAIN: Christopher Massa

ABSENT: Monica Wilson, Susan McGee-Stehsel, Jennifer Spence-Carpenter, Troy Mondragon, Paul Williams, Catherine Inscore.

**PUBLIC COMMENT**

Mr. Greg Vander-Hagan commented that he attended the Peer Summit Conference on May 10, 2017. Assistant Director Sarah Eberhardt-Rios provided opening remarks. Peer and Family Advocate Chris Morton performed. The keynote was provided by Meta World Peace and focused on general perseverance, the importance of a support system and taking responsibility. Approximately 300 peers attended with participation from five counties.

**CHAIR'S REPORT**

Vice Chair Ed O'Brien attended Evening with the Stars and congratulated the awardees.

**COMMISSIONERS' REPORT**

**First District:**

Commissioner Michael Grabhorn is working with the Spirituality Sub-Committee of the Cultural Competency Advisory Committee to show a film on grief. He attended the Homeless Shelter Board meeting in the High Desert Area and is continuing to work on addressing transportation needs in and out of the High Desert. He attended a seminar on Human Trafficking at the Family Assistance Program with presenters from the District Attorney's office.

**Second District:**

Commissioner Carol Kinzel attended the 2<sup>nd</sup> District Advisory Committee meeting and the Rim Family Board of Directors meeting this past month. She also attended the Evening with the Stars and Rim Communities Health and Resource Fair. Commissioner Kinzel referenced an article on mental illness in the Mountain News that emphasizes the importance of a family support system.

Commissioner Sean Welsh has developed a training for students at Loma Linda Medical Center. These workshops teach students how to care for Behavioral Health patients in an acute setting with a focus on treating clients with respect and as a member of their own family.

Commissioner May Farr attended the Peer Summit. The event had over 300 peers from five counties. The speaker, Meta World Peace presented well and stayed to meet with attendees. She attended the 2<sup>nd</sup> District Advisory Committee meeting and participated in the Patton State Hospital tour. She also attended Evening with the Stars, the event was well attended with over 300 guests.

**Third District:**

Commissioner Christopher Massa attended the Evening with the Stars and the 3<sup>rd</sup> District Advisory Committee meeting. He has been spending time at Team House and will be going to Crafton Hills College full time. He is planning to attend the NAMI conference in June.

**Fourth District:**

Commissioner Akin Merino just returned from Africa where she witnessed many disparities in mental health resources. She attended the Fourth District Board of Supervisors Meet and Greet, plans to organize Mental Health First Aid training for college students and is continuing homeless outreach efforts in San Bernardino County (SBC).

**Fifth District:**

Commissioner Veatrice Jews attended the Cultural Competency Subcommittee meeting and Evening with the Stars. She commented that she enjoyed the speaker.

Commissioner Jane Godager attended the Evening with the Stars event and enjoyed the entire presentation.

**NEW BUSINESS – ACTION ITEM(S)**

Identify Commissioner to Prepare Presentation Findings:

Vice Chair Ed O’Brien volunteered to prepare the findings from today’s Subject Matter Presentation to be reviewed during the next BHC Executive Session.

**APPROVED**

Motion/Second: Veatrice Jews/ Christopher Massa

AYES: Ed O’Brien, Carol Kinzel, Sean Welsh, May Farr, Michael Grabhorn, Jane Godager, Akin Merino

ASBSTAIN:

ABSENT: Monica Wilson, Susan McGee-Stehsel, Jennifer Spence-Carpenter, Troy Mondragon, Paul Williams, Catherine Inscore.

**SUBJECT MATTER PRESENTATION: Department of Behavioral Health Workforce Recruitment and Retention**

Presenters included: Sue Abito, Volunteer Services Coordinator; Dr. Chris Schreur, Associate Medical Director; Aisha Weaver, Human Resources Analyst; and Pamela Williams, Human Resources Officer.

- Some of the many career opportunities in the Department of Behavioral Health (DBH) were reviewed. Levels of education, experience and annual salaries listed. :
- The Cradle to Career Pipeline was outlined, reflecting the importance of career fairs, volunteer opportunities and internships.
- DBH’s recruitment and outreach efforts were explained. School and College Career Fairs and classroom presentations reflect a majority of the efforts.

- Recruitment and Strategies for staffing are explained in the Human Resources (HR) Mission and Vision statements:
  - Mission - Human Resources serves the County of San Bernardino with a focus on individual and team successes. We partner through strategic alliances and collaboration, both internally and with the broader community, in support of achieving the overall Countywide Vision. We are an employer of choice that is dedicated to attracting, developing, engaging, inspiring, and retaining a talented, outcome-focused and inclusive workforce.
  - Vision - Human Resources is service and business minded while striving to align people strategies and support. We maximize organizational potential through creative and innovative solutions. We aspire to excel in all we do, demonstrating subject matter expertise, transparency, collaboration, and exceptional leadership.
- HR Strategic Imperatives include:
  - Amazing Stakeholder Experience – developing tools and resources, improving candidate experience.
  - Employer of Choice – Develop and implement an employment brand strategy, develop and implement a compensation strategy, attract and retain a diverse, multi-generational workforce.
  - HR as a Service
  - Operational Excellence- Develop and utilize countywide HR operational and workforce analytics.
  - Strengthen Workforce and Leadership Effectiveness - Enhance career and leadership development, talent management, assessment, and succession planning programs that retain and engage our workforce. Create workforce development strategies, in alignment with departments, to anticipate talent needs and optimize workforce plans
- Succession Planning:
  - A succession plan for all levels is a critical tool for DBH as we manage the potential loss of historical knowledge by retiring managers and the utilization of staff as supervisors not traditionally thought of as supervisors.
  - Currently, staff are given opportunities to grow and develop and DBH fosters hiring from within. There are many advantages from hiring from within the department: Seamless transition to new duties with existing staff familiar with DBH's culture, mission, and internal operations. Since existing staff are already part of the team, the learning curve in this area is less challenging. The performance level of an internal hire may be better than an outside hire, although outside hires are highly valued as well. Internal hiring practices motivate staff to perform at their highest level in order to promote. Internal hiring sends the message that the organization values loyalty and performance. Promoting from within fosters greater employee retention for those looking for job security. Natural leaders are identified and prepared for leadership positions. The DBH Leadership Development Program and the SBC Management Leadership academy are also important parts of succession on planning.

## **DIRECTOR'S REPORT**

Assistant Director, Sarah Eberhardt-Rios reported out on behalf of Veronica Kelley. She thanked all DBH Community Outreach and Education (CORE) staff for their assistance in coordinating Evening with the Stars. Sarah provided a brief DBH staffing update:

- Marina Espinosa is the new Deputy Director for Program Support Services, effective May 27, 2017.
- Vickie Baumbach is the interim Chief Compliance Officer.

The American Health Care Act (AHCA), the replacement and repeal bill for the Affordable Care Act, now has a second amendment bill. These have not passed the senate. Both bills together will roll back Medi-Cal expansion and shorten eligibility terms. There used to be a 90 enrollment period, as of 2018 both bills propose to have a 30 day enrollment period. They establish some high risk pools for some conditions. They also look to stabilize the private insurance market. If they do not pass through the Senate, the Federal Administration may leave them alone or do a significant rewrite.

Recent amendments to the AHCA have been made to allow the state to determine the scope of Essential Health Benefits, whether to impose increased premiums for uninsured individuals and premium rates based on individual age and health status. In this state essential health benefits include mental health and substance use disorder treatment. If the state does decide to drop any of these essential benefits they would need to submit a plan to the Centers for Medi-Care and Medi-Caid Service (CMS) to show that these reductions in benefits would stabilize the private insurance market, which would be unlikely.

The President's budget was recently released. The budget proposes significant cuts to health and human services. The budget usually does not get passed as initially presented without revisions.

At this time there are no proposed cuts in the California budget based on the May revise for federal proposals just a strong message of prudence and fiscally responsible planning. DBH plans to follow this budget guidance of fiscal prudence at the local level, however there are no specifics at this time.

There are some proposed regulations that the Department of Health Care Services is discussing in regards to MHSA and reserves or dollars that are unspent. There is a potential reversion proposal taking back unspent MHSA dollars back. The County Behavioral Health Directors Association is closely watching this effort as this would be opposed for counties.

### **OUTSIDE AGENCY REPORTS**

- Vice Chair Ed O'Brien reported on his recent experience with a person arrested with up to a million dollars in warrants. DBH, the Public Defender, District Attorney and Courts collaborated and were able to get him from the arrest to DBH evaluating and him being released to inpatient treatment. This was an excellent demonstration of collaboration.
- Laurence from Inland Empire Health Plan (IEHP) commended DBH for all of their community events, specifically the ones promoting Mental Health Awareness month. Recently DBH had little notice and participated in an IEHP event. He has had positive professional experiences and now a positive personal experience with DBH's work with the Catholic Diocese.
- Michelle reminded and thanked the Commission and local stakeholders for their support in the original Prevention and Early Intervention investment in local programs.

### **ADJOURNMENT**

Meeting adjourned at 2:00 p.m.

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*Ed O'Brien, Co-Chair*  
Behavioral Health Commission

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*Raquel Ramos*  
Clerk of the Behavioral Health Commission