

Board of Directors Teleconference Meeting

AGENDA

Thursday, October 30, 2014

4:00 p.m. – 5:00 p.m.

Call-In Information: 1-877-339-2412
Conference ID: 225-038-1321



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Conference ID: 225-038-1321

Meeting Locations:

CalMHSA

3043 Gold Canal Drive, Suite 200
Rancho Cordova, CA 95670
(916) 859-4800

Butte County

109 Parmac Road, Suite 2A
Chico, CA 95926

Colusa County

162 E. Carson Street, Suite A
Colusa, CA 95932

Contra Costa County

1340 Arnold Drive, Suite 200
Martinez, CA 94553

El Dorado County

3057 Briw Road, Suite B
Placerville, CA 95667

Fresno County

3133 N Millbrook, Room 165
Fresno, Ca 93703
(559) 600-6886

Humboldt County

507 F Street
Eureka, CA 95501

Los Angeles County

550 S. Vermont Ave, 10th Floor
Los Angeles, CA 90020

Modoc County

441 N. Main Street
Alturas, CA 96101

Placer County

1152 B Avenue
Auburn, CA 95603

Riverside County

4095 County Circle Drive
Riverside, CA 92503

Sacramento County

7001-A East Parkway, Suite 400
Sacramento, CA 95823

San Bernardino County

303 E. Vanderbilt Way
San Bernardino, CA 92415

San Diego County

3255 Camino del Rio S.
Mailstop: P-531C
San Diego, CA 92108

San Joaquin County

1212 North California Street
Stockton, CA 95202

San Mateo County

225 37th Avenue
San Mateo, CA 94403

Sonoma County

3322 Chanate Road
Santa Rosa, CA 95472

Stanislaus County

800 Scenic Drive
Modesto, CA 95350

Sutter/Yuba County

1965 Live Oak Blvd, Suite A
Yuba City, CA 95991

Trinity County

1450 Main Street
Weaverville, CA 96093

Tuolumne County

105 Hospital Road
Sonora, CA 95370

California Mental Health Service Authority
(CalMHSA)

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In compliance with the Americans with Disabilities Act, if you are a disabled person and you need a disability-related modification or accommodation to participate in this meeting, please contact Laura Li at (916) 859-4818 (telephone) or (916) 859-4805 (facsimile). Requests must be made as early as possible, and at least one full business day before the start of the meeting.

Materials relating to an item on this agenda submitted to this Board after distribution of the agenda packet are available for public inspection at 3043 Gold Canal Drive, Suite 200, Rancho Cordova, CA, 95670, during normal business hours.

A. BOARD OF DIRECTORS SPECIAL MEETING

1. CALL TO ORDER

2. ROLL CALL AND INTRODUCTIONS

3. INSTRUCTIONS FOR PUBLIC COMMENT AND STAKEHOLDER INPUT

The Board welcomes and encourages public participation in its meetings. This time is reserved for members of the public (including stakeholders) to address the Board concerning matters on the agenda. Items not on the agenda are reserved for the end of the meeting. Comments will be limited to three minutes per person and 20 minutes total. Please email Laura Li at laura.li@calmhsa.org during the meeting, if you wish to make a comment, to include a brief summary of your comment to be kept as a matter of record.

For agenda items, public comment will be invited at the time those items are addressed. Each interested party is to complete the Public Comment Card and provide it to CalMHSA staff prior to start of item. When it appears there are several members of the public wishing to address the Board on a specific item, at the outset of the item, the Board President may announce the maximum amount of time that will be allowed for presentation of testimony on that item. Comment cards will be retained as a matter of public record.

4. REPORT FROM CALMHSA SEARCH COMMITTEE

- A. Report from the CalMHSA Search Committee.....5
- Revised Restructure Plan
 - ED Recruitment Timeline

Recommendation: Approval of the Revised Restructuring Plan with timeline.

5. CLOSING COMMENTS – This time is reserved for comments by Board members and staff to identify matters for future Board business.

6. ADJOURNMENT

REPORT FROM CALMHSA SEARCH COMMITTEE
Agenda Item 4.A.

SUBJECT: Report from CalMHSA Search Committee

ACTION FOR CONSIDERATION:

Approval of the Revised Restructuring Plan with timeline.

BACKGROUND AND STATUS:

At the April 11, 2014 Strategic Planning Session meeting, the CalMHSA Board of Directors discussed the proposed restructure that included hiring a new Executive Director with the current Executive Director, John Chaquica, stepping down to Director of Operations (DOO). After much discussion, the Board supported the concept but requested more discussion regarding budget impact, qualifications and experience of the new hire. As a result, the Board directed a Search Committee be assembled to further review the roles and responsibilities, as well as fiscal impact and process.

The Search Committee met two times to review and discuss the proposed restructure plan, to include a job description, budget, and legal status of Executive Director (ED).

On June 12, 2014 the CalMHSA Board approved the restructuring plan, to include recruitment of a new Executive Director, within the budget amounts and timelines established. Additionally, the Board requested the contract be left open for additional input from the Board as it pertains to contractual options. Once the E.D. is identified, the board requested the staffing structure be further refined.

Since the June Board meeting, the Search Committee has met several times which lead to the development and distribution of the Executive Director job announcement, development of a screening tool for resumes submitted, and the scheduling of first interviews. The Committee received a total of forty (40) resumes, eleven (11) of which were considered with a total of five (5) candidates scheduled to be interviewed.

The initial recruitment process did not result in a recommendation for the Executive Director position. Accordingly, the Search Committee has reevaluated its restructure plan to ensure it is addressing CalMHSA's evolving needs.

The Search Committee requests the members to approve a revised restructure plan, which includes a timeline, to allow for a second recruitment effort.

FISCAL IMPACT:

The projected fiscal impact is unchanged from the prior proposal. The budget impact is estimated to be a maximum net increase of annual expenditures in the amount of \$280,000. This shall be funded by new funding sources in 2014-15, and is expected the new ED shall, over time, generate sufficient funding to sustain this position and grow the program operations to meet the goals and objectives of CalMHSA.

RECOMMENDATION:

Approval of the Revised Restructuring Plan and Timeline.

TYPE OF VOTE REQUIRED:

Majority vote of the Board of Directors

REFERENCE MATERIAL(S) ATTACHED:

- Revised Restructure Plan
- ED Recruitment Timeline

**California Mental Health Services Authority
Revised Restructure Proposal October 2014**

**California Mental Health Services Authority (CalMHSA)
Preparing for the Future**

BACKGROUND

The California Mental Health Services Authority (CalMHSA), a County Joint Powers Authority (JPA) formed in 2009, has had a productive, rapid organizational journey achieving initial objectives and exceeding expectations in many more areas. CalMHSA has not only proven that Counties acting jointly through a JPA is an effective, efficient way of using public resources, but that CalMHSA can make significant changes in the promotion of emotional well-being in our California communities.

These achievements in organizational capacity building and the successful creation of a mental health promotion movement are a significant step forward. In addition to these accomplishments, CalMHSA has brought Counties together to address issues such as State Hospital bed contracting, Workforce Education and Training stipends, Technical Assistance and Capacity Building, as well as the Short Doyle feasibility study. We are also in discussion with small counties to provide assistance to them as they consider the development of a continuum of Substance Use Disorder (SUD) services.

Now is time to build upon the achievements. CalMHSA embracing transition by turning challenges into opportunities. The state-wide Prevention and Early Intervention (PEI) projects developed and put to work now need to be sustained. The one-time funds invested during this period have allowed CalMHSA to leverage success to obtain a new funding base. Member counties strongly support CalMHSA as an organizational partner for developing, funding, and implementing other critical projects. This support will allow CalMHSA to sustain itself and its benefactors; however, in order to achieve its strategic goals, the funding sources must be broadened. Failure to expeditiously sustain momentum while there is still funding available could significantly impair CalMHSA's ability to realize its goals. These challenges recognize that CalMHSA currently does not have appropriate and sufficient resources and there are times this has been exacerbated by the perception that CalMHSA is led and managed by a private partner. This perception also does not address the direct support of county supervisors on its board or committees.

GOAL

CalMHSA will develop the funding necessary to sustain its successful state-wide mental health PEI programs. The PEI programs were developed with one-time funds; sustaining them requires development of consistent annual funding. In addition, CalMHSA's proven ability to administer PEI programs should be expanded to include administration of a broader array of services to greater assist member counties with their behavioral health efforts. Achieving these goals will require unique attributes, such as; leadership with county mental health experience and knowledge that will facilitate identification and implementation of expanded services to members, excellent political and public relations abilities including-- communication and community building skills-- as well as the ability to identify and secure other funding sources. Such ability will require both credibility with donors and other funders, as well as the ability to be a spokesperson for CalMHSA with stakeholder organizations, elected and appointed officials, professional organizations, and the public at large. At the same time, CalMHSA needs to retain the administrative and operational efficiencies that have facilitated its success to date.

PROPOSAL

CalMHSA needs an Executive Director (ED) who can lead efforts at fund development, program development, and planning. A Chief Operation Officer (COO) is needed to oversee the operational and fiscal operation of CalMHSA's programs. The organization's structure will be revised as well, to address current challenges.

**California Mental Health Services Authority
Revised Restructure Proposal October 2014**

A solution for CalMHSA: A few years ago, CalMHSA's sister organizations prepared a Strategic Plan that clearly articulated the value for collaboration of a 501(c) (3), 501(c)(4), and a JPA, with each having distinct roles that need to remain coordinated but separate. Re-engineering CalMHSA's leadership would allow better utilization of the unique characteristics and functions of a JPA. CalMHSA is now at a place in its organizational development where restructuring the roles and functions of the JPA can be considered.

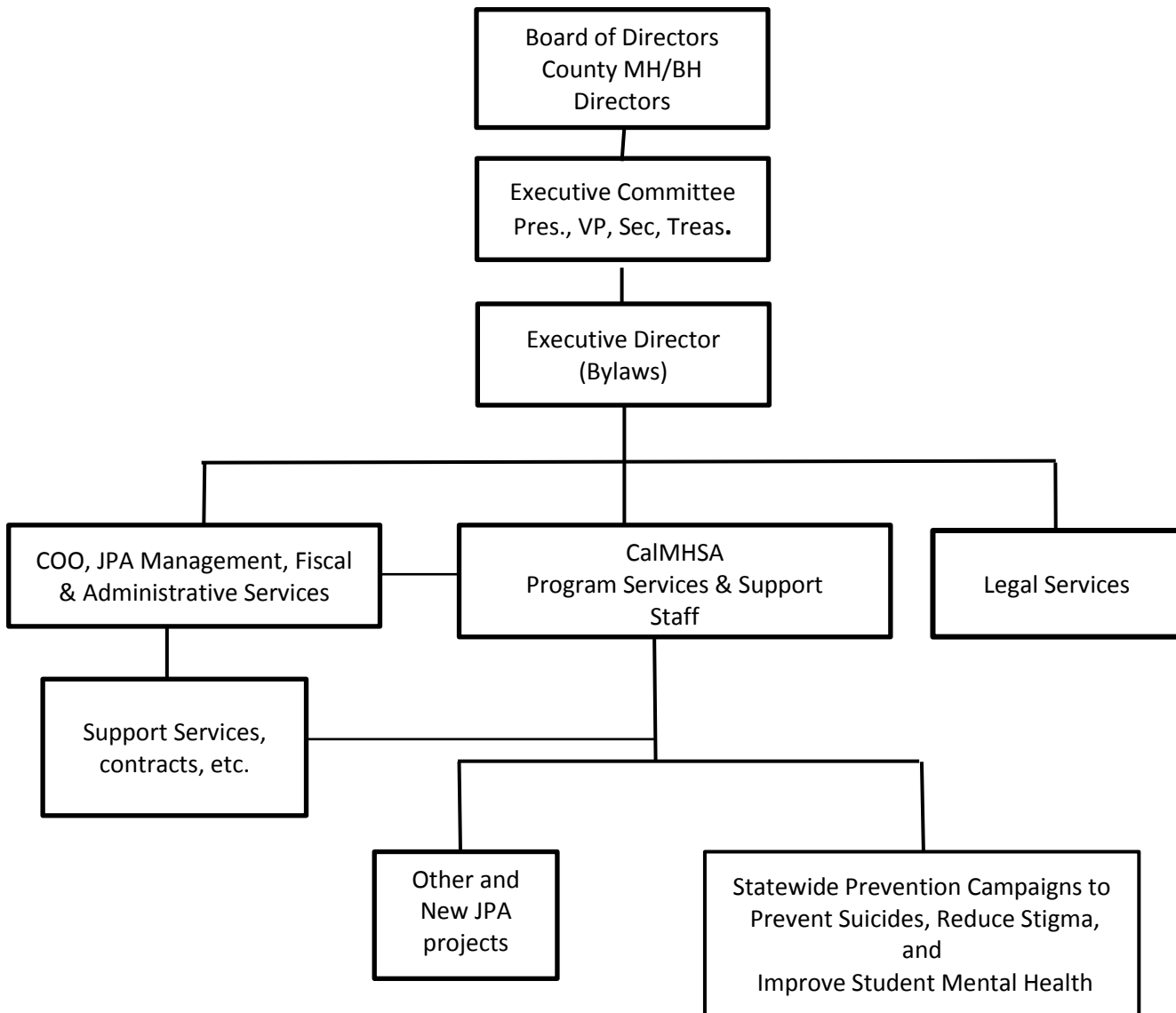
A new structure: Presents an opportunity for CalMHSA to emphasize the role county members play in the governance of the JPA, while continuing with the successful existing administrative management, including fiscal, administrative, and operations support by CalMHSA's Private Partner who performs such functions. The Private Partner --management company-- performs several functions for CalMHSA: organizational and operational leadership, including providing program and administrative staff representation at CalMHSA meetings and events, organizational/JPA, financial and administrative staff to provide operational support for CalMHSA. This plan proposes that over time these functions may be reallocated. However, the management company shall continue to provide support and will be responsive to the new ED.

The new ED will focus on providing strategic direction at the executive level and representing CalMHSA for purposes of fund development and to interact with county supervisors, other elected and appointed officials, stakeholders, professional organizations, and the public. The new position of COO will direct the administrative, fiscal, and operations. Once funding goals are achieved, the allocation of resources for services will be reviewed to optimize results.

The new ED, to be appointed by the Board as provided in the CalMHSA bylaws, should be a recognized leader who has demonstrated, as an executive leader, the ability to execute a strategic and funding plan, as well as an acknowledged subject matter expert with appropriate county background and Mental/Behavior Health experience. The Board will maintain the contract with the existing management company. The ED would report directly to the CalMHSA Board. In contrast with the prior proposal, this revised proposal would have the current CalMHSA program and administrative staff, continue reporting to the prior ED, who would transition to COO. The COO will organize, administer, and manage the contractual, financial, clerical, and other administrative functions. The existing program staff would report to the COO, so that the Executive Director could focus on fund development and building of relationships critical to the CalMHSA organization. The COO would report to the ED and also have a reporting relationship, through the ED, to the Board of Directors.

California Mental Health Services Authority
Revised Restructure Proposal October 2014

Restructured Organization



ACTION /EVENT	DATE
Approval of Revised Restructure Plan	October 30, 2014
Posting of ED Job Announcement	October 31, 2014
Interviews/Recommendation for ED Position	December 2-5, 2014
Final Board Approval of Recommendation for ED Position	December 11, 2014
New ED Start Date	January 15, 2015