

THE BOARD OF COUNTY COMMISSIONERS

DURHAM, NORTH CAROLINA

Thursday, August 30, 2001

10:00 A.M. Worksession

AGENDA

1. **Citizen Comment Lavonia I. Allison**

Dr. Lavonia I. Allison has requested time on the agenda to make comments to the County Commissioners regarding education.

2. **Substantial Equivalency**

The North Carolina State Department of Health and Human Services (DHHS) employees, namely those employed by the Public Health, Mental Health, Social Services, and Emergency Management departments are covered by the State Personnel Act (N.C.G.S. § 126). This means these employees follow state rules for recruitment, selection, salary administration, and dismissal. The State requires the use of competitive recruitment and selection procedures as a condition for the receipt of funding. Substantial Equivalency refers to the establishment of a local personnel system for DHHS employees that approximates the State system and allows for the administration of personnel actions at the County level.

Currently the Durham County DHHS agencies operate under a dual personnel system, the County's and the State's. The Durham County Human Resources Department administers both of these systems with the final decision-making authority reserved for the State regarding the agencies mentioned above. The Durham County Human Resources Department provides for uniform recruitment, compensation, benefits, training, and performance management for all County employees. However, DHHS employees operate under state classification, pay and appeal procedures.

In an effort to quickly meet the recruitment and classification needs of the DHHS agencies and localize personnel functions, staff is recommending that the BOCC petition the State for Substantial Equivalency to administer the recruitment, classification, and compensation components.

Resource Person(s): Jackye Knight, HR Director and Tony Noel, HR Manager

County Manager's Recommendation: Endorse efforts to apply for Substantial Equivalency and move to formal agenda for approval.

3. **Increase of Flexible Benefits Spending Credit**

In an effort to offset the out-of-pocket benefit costs for employees, the HR Department recommends that the funds set aside in contingency to increase the Flexible Dollar amount from \$160 to \$165 be added to the Budget for Benefits for Fiscal Year 2001-2002.

Durham County Government has received its renewal rates for calendar year 2002 (Attachment 1). Increases for health insurance range from an average of 8% to 15%. Based on current utilization of health insurance, most employees will experience a 15% increase in premiums. In addition to the increase in rates, each of the plans has made changes to the prescription drug coverage putting more of the cost sharing on employees. With this erosion of the Flexible Dollar amount, fewer of our employees will be able to purchase what is considered our basic package of benefits.

The County has held the Flexible Dollar amount steady with only one increase in 9 years. The trend for health insurance premiums is currently at 19-20% and increasing. This is in large part due to increasing prescription drug costs and utilization. HR will discuss the attached data and seek your input as we craft the final recommendation for renewals.

Resource Person(s): Jackye Knight, Human Resources Director and Debbi Davidson, Benefits Manager

County Manager's Recommendation: This information is presented for discussion and questions from the Board. I recommend that the request for the additional Flexible Dollars currently in contingency be added to the Consent Agenda for the September 10, 2001 meeting.

4. **Memorandum of Understanding With the Durham Public Schools**

The Durham County Board of Commissioners and the Board of Education for the Durham Public Schools have agreed to develop annual Memoranda of Understanding in order to strategically identify issues/initiatives of mutual interest. The agreement is largely an effort to ensure strong channels of communication between both boards while working to improve the quality of education for students attending the Durham Public Schools.

The Superintendent and County Manager have agreed upon a MOU for the 2001-2002 Fiscal Year. The MOU carries forward all of last year's understandings. However, both parties have also recommended that additional language be included to memorialize the need to pursue joint use of public school facilities.

Resource Person(s): Mike Ruffin, County Manager

County Manager's Recommendation: The Manager recommends that the Board review the proposed understanding and advise staff of any additional changes or issues that should be incorporated therein.

5. **Continuum of Care Services for Children at-Risk**

As the 1998/99 Fiscal Year progressed, former County Manager David Thompson was informed that the need for residential treatment for children in the court system was exploding. The county received numerous court orders to pay for treatment at an alarming cost. Upon further inspection it became apparent that this trend of increasing demands for services and related costs was occurring in other County agencies as well. Leaders from DSS, Mental Health, Durham Public Schools, Office of Juvenile Justice, Youth Coordinating Board, Youth Home, Criminal Justice Resource Center and District Court Judges were convened in December of 1998 to develop a clearer understanding of:

- annual budget impact due to court-ordered care
- SCOPE OF THE PROBLEM
- NEED FOR A STRATEGIC RESPONSE
- PROPOSED PROCESS TO ASSESS SYSTEM, DETERMINE LOCAL CAPACITY, AND DEVELOP NEW RESOURCE CAPACITY TO MEET IDENTIFIED NEEDS

After a clinical review of 90% of the court-ordered care cases (some clients refused to sign consent forms), the Continuum of Care Committee provided information about the kinds of services needed for Durham to effectively its use of court-ordered care resources while keeping children in the community with their families. The Board of County Commissioners charged the committee with the task of defining and quantifying the specific services needed along with associated cost and revenue projections. The goal of the Children-at-Risk Initiative is to ensure that we maintain stability in the lives of Durham's children who are most at-risk of needing intensive mental health treatment. Given the significant resources being allocated to treatment providers outside of Durham County, a primary Committee recommendation was to transition children back to Durham in order to:

- **Decrease treatment costs**
- **Shorten lengths of stay, and**
- **Increase family involvement in the treatment process, thereby having a more positive, long-term impact on the child, the family, and the Durham community.**

The Mental Health system across the country is shifting towards strategies that keep children in their local communities and whenever possible, in their homes, so parents and siblings can benefit from the treatment process. The Committee recommends that the Board redirect \$500,000 of the court-ordered care revenue to develop additional services in Durham. These additional services will enhance our ability to serve children locally, which will further reduce the number of court orders and improve the success rates of our highest risk children.

The proposed services will be coordinated with new community programs such as the Safe Schools/Healthy Students Initiative, Durham Youth Services Collaborative, Multi-Systemic Therapy, Lakeview School, Juvenile Drug Treatment and Family Courts, as well as existing services funded through the Juvenile Crime Prevention Council, Durham Public Schools, and County Government. After careful consideration, the Committee returns a recommendation to redirect approximately \$450,000 of court-ordered care revenue to create the following services:

A. 6 bed Male Substance Abuse Residential Program (up to 90 days)	\$ 240,000
B. 2 beds - Female Substance Abuse Residential Services (12-18 months)	\$ 65,700
C. Outpatient Sex Offender Treatment (15-20 children)	\$ 57,900
D. Intensive Substance Abuse Outpatient Services (3 days/week for 10 weeks)	\$ 123,600
E. DSS residential high-management group home for boys ages 14-18	\$ 125,000
F. Additional in-home family therapy (10 slots)	\$ 50,000
G. Intensive Outpatient Mental Health Treatment (15 slots)	\$ 50,000

The total cost to provide these services is \$712,200. However, an expenditure of \$500,000 will leverage revenue in the amount of \$500,000 to support these local services for children and youth at risk in Durham.

Resource Person(s): Carolyn P. Titus, Deputy County Manager and Anita Daniels-Kenney, Youth Coordinating Board Director.

County Manager's Recommendation: Approve the request to redirect \$500,000 of court-ordered care revenue to increase available treatment for children and youth at risk in Durham.

6. **Emergency Medical Services (EMS) Agreement With Duke University Health Systems, Inc. (DUHS)**

At its August 13, 2001 meeting, the Board of County Commissioners requested that staff provide a briefing on the negotiations for an agreement between Durham County Emergency Medical Services and Duke University Health Systems, Inc. (DUHS). The attached Agreement has been prepared for submission to representatives of DUHS and is presented to the Board for information and feedback. The terms and conditions outlined in the agreement represent over two (2) years of negotiations between the two parties in an effort to clearly define terms set forth in the Lease Agreement (copy attached) entered into in 1998.

Resource Person(s): Carolyn P. Titus, Deputy County Manager, Chuck Kitchen, County Attorney, and J. M. Tezai, Emergency Medical Services Director

County Manager's Recommendation: The Manager recommends that the Board receive the presentation, consider the issues outlined, and provide feedback to staff.

7. **Closed Session**

The Board of Commissioners is requested to adjourn into Closed Session pursuant to N.C.G.S. § 143-318.11(a)(6) to discuss the performance of the County Manager.