


Tompkins County
COMMUNITY MENTAL HEALTH SERVICES BOARD

Tompkins County Mental Health Center
201 East Green Street
Ithaca, New York 14850-5421

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Substance Use Subcommittee

Tompkins County Community Mental Health Services Board

201 East Green Street, Ithaca NY 14850

October 3, 2022, 5:30 p.m. Meeting Minutes

APPROVED 11.7.22

<https://www.youtube.com/channel/UckpJNVbpLLbEbhoDbTIEgSQ>

Present: Mary Hutchens; Stu Bergman (Zoom); Jan Lynch; Tom Lipa; Dr. Auguste Duplan; Travis Winter; Sheila McEnergy; Paula Winner; Ellice Switzer; and Sullymar Pena Vazquez

Excused Larry Roberts; and Jessica Conner, PhD.

Legislature:

Guests: David Diana, Lakeview Health Services; Rich Shaw, TCMH

Staff: Harmony Ayers-Friedlander, DCS; and Karan Palazzo, LGU Administrative Assistant

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The meeting was called to order at 5:30 pm by Ms. Hutchens. Introductions were made. Ms. Winner moved to approve the September 2022 minutes and 2nd by Mr. Winter; all were in favor.
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Privilege of the Floor: None.

Announcements: None.

Interim Chair's Report: Ms. Hutchens had nothing to report.

Deputy Commissioner's Report: Ms. Ayers-Friedlander presented the 2023 Local Services Plan (LSP) via a PowerPoint presentation, due to the State by October 31, 2022. New to the 2023 LSP is the addition of supporting health equity and identifying where people are at in our community with a focus on **racial equity** to get counties to think about its importance of ensuring that all people in our community have access to all services and there are no discriminatory practices that may create a sense of not being welcome. The 2023 LSP was abbreviated to move to a four-year planning model starting in 2024. The subcommittee will begin the 2024 LSP in early 2023.

Ms. Ayers-Friedlander shared a PowerPoint presentation, included in the packet that detailed the 2023 LSP based on an analysis of the 2022 LSP. The Informed by State Agency Plans & Priorities most common cross system goals from all three mental hygiene systems in 2022 were Workforce Recruitment with 26 LGUs, Housing with 24 LGUs, Crisis Services with 23 LGUs, and Transportation with 20 LGUs.

The 2023 LSP plans will work on the below as informed by the State:

- Crisis Services- Coordinating services across all three State agencies (OMH, OASAS and OPWDD)
- Peer Supports - Recognizing their value and enhancing them across different programs
- Workforce Infrastructure

Ms. Ayers-Friedlander explained that the State will analyze the collected data to better inform what all the counties will work on for the 2024, 4-year LSP.

Housing Needs in the Mental Hygiene System - Presentation by Rich Shaw, LMSW, CASAC, Coordinator of Dual Recovery Services & Single Point of Entry at Tompkins County Mental Health Services (TCMH): Mr. Shaw is the Single Point of Entry Coordinator in Tompkins County and looks at applications for people with serious mental illness who are afforded special housing availability. Lakeview Health Services provides most of the specialized housing. Mr. Shaw runs a single point of entry committee (comprising of various agencies including TCMH) that meets twice a month to review all applications and the committee receives an average of 15 applications per month. Applicants stay on the waitlist until they are housed with a current list of 60 people. With an inadequate housing availability and the process of screening and acceptance, people are on the list for long periods of time even if homeless. Communication can also be an issue. Applicants must be at least 18 years of age, meet NYS guidelines, a confirmed health assessment, and the signing off a licensed professional in meeting serious mental health illness criteria. Mr. Shaw may also coordinate with St. John's Shelter. Hospital and State hospital discharges take priority.

Ms. Ayers-Friedlander added that specialized housing is needed to meet the needs of the most vulnerable in our community.

Workforce Shortage Services - Presentation by David Diana, LMHC, CASAC, Managing Director of Residential Services at Lakeview Health Services: Mr. Diana said that residential programs were substantially impacted by COVID by Lakeview who experienced staff shortages as people thought about other opportunities. Recruitment efforts have been unsuccessful from Ithaca College, Cornell University and TC3 which was not the case prior to COVID. To help with recruitment, Lakeview created \$4,000 sign on bonuses, and \$2,000 referral bonuses to increase interest. The recent 5.4% Cost of Living Adjustment (COLA) increase has been helpful in retaining current staff but still has trouble with new recruitment.

Mr. Diana referred to the handout included in the packet, provides an introduction, an overview of services and programs offered and workforce challenges at Lakeview. He highlighted Markham House Community Residences, West End Heights, Horizon Apartments, and Prospect House in Ontario County, for individuals who need additional assistance and meet the criteria in terms of schizophrenia and schizoaffective disorders who need a lot of support to move them along to the next level of continuum of care to the treatment of partner programs. The next level are supportive programs where individuals have more independent living in the community but with support. The goal is to have wrap around services through care management.

Lakeview Health Services experienced challenges to recruit new staff and retain current staff but successfully maintained the 38 beds of the most vulnerable population at the SRO on 3rd Street which was without out a manager for months during COVID. Lakeview has an unsustainable retention issue rate at 28% which is average across NYS. Mr. Diana believes discussions with the State are needed for more incentives to get people to work in the mental health field in the western region of NY.

Cross Systems Coordination – Challenges in the OPWDD System Presentation by Ellice Switzer, Extension Associate, Workplace Disability Inclusion Associate, Yang-Tan Institute on Employment and Disability: Ms. Switzer said that the challenges that Mr. Diana shared at Lakeview are across the country and existed even before COVID. Recent federal guidance around blending, braiding, and sequencing of funds is not new. The workforce issues in Tompkins County, which is down 30 beds for individuals with developmental disabilities is due to the lack of workforce and state agencies that were forced to close. State agencies must be included in the discussions for improvement around extending flexibilities in different types of funding mechanisms.

The Department of Labor and Workforce Development seem to be the most invested in reaching out to all other agencies to make sure that there are opportunities to collaborate and communicate. The Developmental Disabilities Subcommittee discussed being served by one system or the other to the exclusion of other supports and services that they might be able to avail themselves of. In conclusion, Ms. Switzer believes that until the rate of reimbursement services is increased the wages are always going to be substandard for the type of work that is demanded.

Deputy Commissioner's Report Cont'd: Ms. Ayers-Friedlander continued her report on the 2023 LSP with creating a survey for CSB, subcommittee members and agency leadership to provide their thoughts on gathering data for the larger plan. A total of 19 respondents, with 9 being agency representatives and 10 being board or subcommittee members. Ms. Ayers-Friedlander shared her screen of the survey results of priority needs and will share this document via email.

Survey Results: Priority Needs

19 Total Respondents, 9 Agency Representatives, 10 Board or Subcommittee Members:

Board and Subcommittee Members Only

Addiction Services Priority Needs

- Prevention – **58%**
- Residential Treatment – **58%**
- Inpatient and Outpatient Services – **57%**

Mental Health Priority Needs

- Respite Services – **80%**
- Case Management – **67%**
- Refugees & Immigrants - **67%**

Developmental Disabilities Priority Needs

- Transition Age Services – **71%**
- Employment Opportunities – **71%**

Support Service Providers Health Equity

- Work guided by universal definition and plan
- Survey providers to find out what is being done and how to support their efforts
- OMH vital signs Dashboard – Collect benchmark data
- Develop goals for 2023

Survey Results: Racial Equity

Has your agency started to address racial equity and if so, how?

Haven't started yet – 26 %

Beginning a process – 16%

Gathering existing data – 5%

Making data informed planning decisions – 11%

Implementing a plan – 21%

Other – 16% (responses include diverse hiring goals, learning how to implement DEI in the delivery of services)

What racial equity issues impacting children are you most concerned with?

58% access to mental hygiene services

37% safety and 37% physical health

What racial equity issues impacting adults are you most concerned with?

53% housing, access to and quality of mental hygiene services

What resources do you need to assist in planning efforts to address racial equity?

Local data with more accessible demographics -71%

Training & Toolkits – 53%

County specific data from State -53%

Analysis support – 41%

Agency Members Only

- Housing (for adults)
- Workforce (both children & adults)

Combined Results

Cross System Coordination – 94%

Housing – 90%

Crisis Services – 89%

Priority Needs for 2023:

- Crisis Services
- Workforce Recruitment and Retention
- Housing Services
- Non-Clinical Supports
- Cross Sector Services

2023 Goals

- **Workforce Recruitment & Retention:** Support the implementation of recruitment and retention strategies by mental hygiene service providers in Tompkins County as measured by a reduction in vacancies.
- **Housing:** Promote activities to increase the availability of affordable, emergency, and supportive housing that best meets the needs of individuals who require intensive, specialized community-based interventions for stabilization and success across the mental hygiene system including housing first solutions.
- **Crisis Services:** Support the development of comprehensive crisis services that address the mental hygiene needs of Tompkins County and our region.
- **Cross Systems Services:** Improve access to care through a cross systems-based approach.
- **Non-Clinical Supports:** Recognize the importance of social determinants of health, health equity and peer supports.

Objectives – Ms. Ayers-Friedlander referred to the document emailed to all board members on the objectives.

With there being no discussion or questions regarding the 2023 Local Services Plan, Mr. Lipa motioned to approve the plan, second by Ms. McEnery and all were in favor of approving the 2023 Local Services Plan.

Ms. Hutchens reported that although the CSB recommended not to have terms limits for members in the bylaws, the Legislature is moving forward with a proposal to have term limits for all advisory groups. Ms. Hutchens suggested writing a letter and available members attend the next Legislature meeting on October 6, 2022 to voice concerns on the term limit issue. Meeting details will be forthcoming via Ms. Palazzo.

With there being no further business to discuss, a motion was made to enter into Executive Session for discussions of appointments at 7:05 p.m.; Mr. Bergman 1st/ Ms. McEnery 2nd. Motion to come out of Executive Session @ 7:11 p.m.

There being no further business, Ms. Winner motioned to adjourn, 2nd by Mr. Winter; all were in favor. The meeting was adjourned at 7:12 pm.



**The Next Community Mental Health Services Board Meeting is
November 7th, 2022, at 5:30 pm.**