



**MOUNTAIN LAKES**  
Behavioral Healthcare

**ADMINISTRATIVE SERVICES**  
3200 Willow Beach Road, Guntersville, AL 35976  
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**TO:** Board of Directors  
**FROM:** Shelly Pierce, HR Assistant  
**RE:** September Board meeting  
**DATE:** September 12, 2025

The next meeting of the Board of Directors will be held on **Tuesday, September 16, 2025**, at the Administrative Office in Guntersville, Alabama. An evening meal will be provided, with the meeting starting at 5:30 pm.

The items below are included in this packet for your advanced review:

- September Board Agenda
- Minutes from the August 19, 2025, Board meeting
- Financial Reports through August 31, 2025
- Minutes from the Finance Committee
- Proposed Budgets for FY26
- Personnel Report
- IT Director's Report
- Minutes from the CCBHC Task Force meetings
- Recent local newspaper article
- Summary of Reports for August from the CQI Committee
- Minutes from the August Leadership Committee meeting
- Board meeting schedule for FY26
- September newsletter

Any items needing clarification or requiring Board approval will be discussed at that time. We will make the most efficient use of your time by considering only items of major importance and requiring formal action. Unless noted, all other items will be considered correct.

MARSHALL-JACKSON MENTAL HEALTH BOARD, INC.  
MOUNTAIN LAKES BEHAVIORAL HEALTHCARE

September 16, 2025

**AGENDA**

- I. Call the meeting to order – David Kennamer, President
- II. Approval of minutes of the August 19, 2025, meeting – David Kennamer, President
- III. Discussion of financing options for CRU – Peter John Lambert, Cadence Bank
- IV. Executive Director’s Report
- V. Financial reports through August 31, 2025 – Cammy Holland, Business Manager
- VI. Board review/approval of committee meeting minutes
  - Finance Committee
- VII. Proposed Budgets for FY26 – Cammy Holland, Business Manager
- VIII. Proposed Goals and Objectives for FY26 – Myron Gargis, Executive Director
- IX. Written reports
  - Personnel – Lane Black, HR Coordinator
  - IT – Steve Collins, IT Director
- X. Board requested items for future meeting

**Marshall-Jackson Mental Health Board, Inc.  
Mountain Lakes Behavioral Healthcare**

**Board of Directors Meeting  
August 19, 2025**

**MINUTES**

**I. Call to Order**

David Kennamer, President, called the meeting to order at 5:30 p.m. at the Mental Health Center in Scottsboro, Alabama. Virtual participation was also available for the meeting.

**Present:** Joe Huotari  
Jo-Anne Hutton (Virtual)  
John David Jordan  
David Kennamer, President  
Bill Kirkpatrick  
Victor Manning  
Hannah Nixon, Vice-President  
Lucien Reed, Treasurer  
Jane Seltzer, Secretary

**Absent:** Andrea LeCroy

**Staff:** Dana Childs, QA Coordinator/Clinical Administrative Assistant  
Julianna Davis, Community Outreach Specialist  
Myron Gargis, Executive Director  
Dana McCarley, Program Director, Jackson County Mental Health Center  
Shelly Pierce, HR Assistant  
Erica Player, Assistant Clinical Director  
Dianne Simpson, Clinical Director

**II. Approval of the minutes of the July 15, 2025, Board meeting – David Kennamer, President**

**MOTION:** Hannah Nixon made a motion that the Board approve the minutes of the July 15, 2025, meeting, as presented. Lucien Reed seconded the motion, which was approved unanimously.

**III. Executive Director's Report**

The Executive Director's Report for August (Appendix A) was submitted in written format and made available to all Board members for review prior to the meeting.

**IV. Financial reports through July 31, 2025 – Myron Gargis, Executive Director**

Mr. Gargis noted that all standard financial reports were included in the monthly packet and asked if there were any questions regarding these items.

The FY25 Program Summary reflected a net income across all programs.

The current Balance Sheet, including Board Investments, indicated Total Cash of \$568,317. This total is \$378,057 less than this same time period last year. Continued review reflected Total Accounts Receivable of \$2,924,470, which is \$197,207 more than in FY24.

The Income Statement, excluding Board Investments, reflected a YTD Net Income of \$1,072,182, which is \$319,720 more than in FY24.

During review of other monthly financial information, Mr. Gargis informed the Board of ongoing issues with tenants in the Sebring Drive duplex. This duplex was purchased to provide affordable housing options for consumers, but it is not functioning, as intended. Three recent tenants have been evicted due to lack of payment and there have been numerous other problems such as illegal drug use, housing individuals not on the lease, property damage, etc. Board members indicated understanding if a decision was made to sell the property and recommended not filling the current vacancy until a final decision is made. Mr. Gargis noted that Leadership Committee members would be discussing this issue later this week and he hoped to have a proposal on the duplex to present to the Board at the September meeting.

## **V. Approval of Board committee minutes**

Per the Board Bylaws, minutes from each committee meeting are to be recorded, submitted to the Board of Directors for approval and appended to the Board minutes.

Minutes from the following two committee meetings were distributed for review prior to the Board meeting:

- Ad Hoc Planning Committee from July 23, 2025
- Personnel and Compensation Committee from August 5, 2025

**MOTION:** Hannah Nixon made a motion that the Board approve the minutes of the Ad Hoc Planning Committee and the Personnel and Compensation Committee, as presented. Victor Manning seconded the motion, which was approved unanimously.

With the aforementioned motion, minutes from the Ad Hoc Planning Committee will be included as Appendix B and minutes from the Personnel and Compensation Committee will be included as Appendix C to the minutes from tonight's Board meeting.

## **VI. Written Reports**

The Personnel, IT and Clinical Reports were submitted in written format for the monthly Board packets. Any items of question or requiring Board action will be discussed during the meeting.

The Clinical Director's Report for August provided information on MLBHC's Community Outreach Program. Ms. Simpson introduced Julianna Davis as MLBHC's Community Outreach Specialist. Ms. Davis reviewed several of the recent activities in which she participated and then distributed an informational packet for the First Responders Softball and Golf Tournament on September 11 and 12, 2025. This is the third annual fund-raising event, with all monies raised being specifically used to pay for any mental health needs (training, peer support, treatment, educational opportunities, etc.) of first responders in Marshall and Jackson Counties. Ms. Davis encouraged Board members to share this

information with any individuals or businesses that might have an interest in sponsorship for this year's event.

**VII. Board requested items for future meetings**

Mr. Gargis noted that Peter John Lamber with Cadence Bank had been invited to attend the September Board meeting to discuss various financial options related to construction of the 16-bed Crisis Residential Unit.

Board members were also reminded of the Open House scheduled for September 26, 2025, at the new Jackson County Mental Health Center. This event will be held from noon – 4:00 pm.

**MOTION:** Hannah Nixon made a motion that the Board adjourn the meeting at 7:05 p.m. Victor Manning seconded the motion, which was approved unanimously.

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David Kennamer, President  
Marshall-Jackson Mental Health Board, Inc.

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Jane Seltzer, Secretary  
Marshall-Jackson Mental Health Board, Inc.

## APPENDIX A

### **Executive Director's Report – August 19, 2025**

#### **Transportation Services Update**

Our transportation program continues to play a vital role in ensuring client access to services across both counties. In July:

- **Jackson County:** 55 total client transports
- **Marshall County:** 177 total client transports
  - Of these, **143** were for our **Day Program** clients

This steady volume underscores the continued importance of our transportation operations as a core support to service delivery.

#### **Emergency Response Plans by Location**

We have worked with **Special Touch Restoration** to prepare individualized **Emergency Response Plans** for each of our building locations. These plans include:

- Site-specific evacuation procedures
- Marked locations of all main water shut offs, fire extinguishers, and sprinkler system shut off valves.

These documents will complement our broader **Continuity of Operations Plan (COOP)** and help ensure rapid, coordinated responses during emergencies or natural disasters. Also in the event of significant building damage we will be a top priority to have needed repairs completed, so we can resume full operations asap.

#### **Lab Services Partnership Exploration**

I recently had an initial meeting with **Melanie Bradford, of Marshall Medical Centers**, to explore a potential **partnership for lab services** to benefit our clients.

- The conversation focused on improving access to primary care labs (e.g., blood draws, basic panels) as part of our CCBHC-required health screening and monitoring.
- This could create operational efficiencies and ensure timely lab work for clients with co-occurring medical conditions.

Discussions will continue to assess feasibility, logistics, and billing mechanisms for implementation.

#### **FY26 and Long-Term Strategic Planning**

We are currently developing both **Fiscal Year 2026 CCBHC Implementation Goals** and a **5–7-year strategic plan** aligned with our CCBHC implementation and broader organizational growth. Key initiatives include:

- **FY26 Goals:**
  - Full operationalization of CCBHC core services
  - Implementation of new staff training programs
  - Enhancement of care coordination and data tracking systems
  - Establishment of additional care agreements with external providers
- **5–7 Year Plan Highlights:**
  - Construction and launch of the 16-bed Crisis Residential Unit (CRU)
  - Full development of our Claysville property (i.e. outpatient clinic, public rental apartments, and commercial spaces)
  - Long-term sustainability through diversified funding streams and Medicaid reimbursement optimization

### **CCBHC Governance Requirements**

As outlined in the CCBHC Implementation Bulletin on governance, provider organizations must demonstrate that their **governing body is reflective of the individuals served**, either through:

1. **At least 51% of Board members** having lived experience with behavioral health conditions (either personally or through a close family member); or
2. Establishing a **formal advisory committee** composed of individuals with lived experience to provide input into governance decisions.

DMH has confirmed that providers may **self-certify compliance** if a poll of Board members verifies that the 51% lived experience threshold is met. We plan to **conduct this poll at next month’s Board meeting**. If the threshold is not met, we will move forward with forming an advisory committee to ensure compliance with the governance requirement.

### **CCBHC Update**

We continue to make strong progress toward becoming a Certified Community Behavioral Health Clinic (CCBHC) on October 1, 2025.

On **July 16**, we hosted an **on-site visit from the Alabama Department of Mental Health (DMH)** as part of the readiness review process. The DMH team was **highly complimentary of our preparation**. A formal written report from DMH is expected soon.

Additionally, on 8/18/25 DMH **finalized and submitted our CCBHC application to SAMHSA**, who will make the final determination regarding our entry into the demonstration program.

## **APPENDIX B**

### **Ad Hoc Planning Committee – July 23, 2025**

The first meeting of the committee was held on 23 July 2025 at the admin building. All members were present with the exception of Bill Kirkpatrick. Due to my tardiness, these notes have not been reviewed by my fellow members.

I had requested that Myron give us an idea of his thoughts for the usage of our new property, as well as the layout of the Dutton land. Myron provided an excellent presentation on both subjects.

General discussions revolved around setting priorities. All were in agreement that getting CCBHC and the new 16-bed facility were obviously year one's immediate concerns. There was general discussion but nothing concrete concerning out years 3 and 5.

Topics that were talked about in general terms included facility usage in Scottsboro, both the old building and the new one, as well as the land usage at Dutton and Guntersville. Certainly, no definitive recommendations were expected to come out of this meeting. Suggestions were requested, but to date, there have been no responses. The following are specifics that were discussed for future attention:

- a. Small (tiny) housing on the Dutton property for use as transition/more independent living.
- b. Getting control of the billboards on the new property. They are fairly low and probably a deterrent for frontage development.
- c. Quantity of new property to be actually used for our mission.
- d. Utilization of the new van.

Since there was no additional feedback following the meeting, I would like to add just one comment that was not brought up during the session and certainly does not require a decision any time soon. I feel careful consideration needs to be given as to how much of the new property could be given over to commercial ventures even if retained by the organization. It seems to me it would be ideally located for transition housing for those leaving our residential program and reintegrating back into the workforce, family, etc.

I appreciated Myron's efforts, as well as those on the committee, and plan to certainly work towards an actual product.

Jane J. Seltzer, Committee Chair

## APPENDIX C

### **Personnel and Compensation Committee – August 5, 2025**

**Present:** Bill Kirkpatrick, Chairperson, Personnel and Compensation Committee  
Lucien Reed, Chairperson, Finance Committee

**Via email:** Hannah Nixon, Victor Manning, Joe Huotari, Andrea LeCroy

**Staff:** Lane Black, HR Coordinator  
Cammy Holland, Business Manager  
Myron Gargis, Executive Director

**Discussion:** The Chairman of the Personnel & Compensation Committee, the Chairman of the Finance Committee, and the above shown MLBHC Staff met in work session on Tuesday, August 5, 2025. The purpose of the work session was to review of salaries for current MLBHC FFS and CCBHC positions. This work session is used to fulfill the Bylaw requirement for the P&C Committee to review current compensation levels for all staff except the CEO and pass compensation recommendations to the Finance Committee for consideration in the FY26 budget.

FY26 will be unique in MLBHC's history in that the organization will transition a number of its current programs from a Fee for Service (FFS) payment model to the new Certified Community Health Clinic (CCBHC) payment model. 11 programs will remain under the FFS payment model. Due to these changes in payment models, MLBHC will adopt a two-tiered compensation plan - one for CCBHC employees, one for FFS employees. Effectively, the CCBHC model is a cost-plus reimbursement scheme and its national rollout anticipates increasing pay for all positions under that model. Wellstone (Huntsville) and AltaPoint (Mobile) adopted the CCBHC model on July 1, 2024. As discussed in previous Board meetings, the proximity to Wellstone places MLBHC in a vulnerable position with regard to attracting and retaining the best employees due to Wellstone's early adoption of the CCBHC model and wage scale. As you may recall, the Board approved significant wage increases for certain positions in the past twelve months to mitigate Wellstone's potential for attracting those vulnerable employees away from MLBHC.

#### **As the organization begins its CCBHC journey on October 1, 2025, the recommendation for the P&C Committee to consider is as follows:**

- Provide a 30% across the board wage adjustment for ALL employees transitioning to the CCBHC model (this is dependent on receiving a favorable reimbursement rate) effective with the pay period beginning October 11, 2025.  
The increase will be implemented without regard to the performance or disciplinary standing of current employees. Any performance or disciplinary issues will continue and/or be addressed per existing policy.
  - Provide Administration with approximately \$88,000 in one-time payment (bonus) dollars for this employee group to be disbursed on a scale of:
    - 3% for Outstanding performance
    - 2% for Excellent performance
    - 1% for Good performance
  - The justification for awarding these one-time payments in addition to the anticipated 30% wage increase is:
    - these employees were FFS employees for FY25 and contributed to the financial success of MLBHC for this fiscal year

- all previous one-time payments have come from current year finances, not next budget year dollars. These payments will come from FY25 budget dollars
  - MLBHC is financially well situated to provide this recognition to employees
  - it is anticipated that future increase dollars will be fixed under the CCBHC model and these employees will not be eligible for future one-time payments under that model.
- Provide a 10% across the board wage adjustment for ALL employees not transitioning to the CCBHC model effective with the pay period beginning October 11, 2025. The increase will be implemented without regard to the performance or disciplinary standing of current employees. Any performance or disciplinary issues will continue and/or be addressed per existing policy.
  - the intent of providing this substantial increase is to, in part,
    - help offset any perceived negative response from employees remaining in the FFS positions
    - allow the organization to continue pursuing/retaining the most qualified individuals
    - provide the beginning of a mechanism to level the compensation between CCBHC and FFS employees in MLBHC. Finances permitting, the organization will provide 10% annual increases to FFS employees in FY26, FY27, and FY28 to level employee compensation regardless of reimbursement model.
  - Providing a 10% across the board increase to the FFS based employees still allows MLBHC to enjoy a projected net income of +/- \$500,000 in FY26 for those programs remaining FFS.
    - All FFS programs will provide a positive net income in FY26 with the exception of Marshall Place. It is anticipated that Marshall Place will experience a negative net income regardless of the wage increases provided. At the 10% increase level, Marshall Place will end FY26 with a (\$45,000-\$50,000) negative net income. However, as stated above, the overall net income for MLBHC FFS programs, including the loss for Marshall Place, will be around \$500,000. The Finance Committee and Administration will need to consider this in preparing the FY26 FFS budget.
  - Provide Administration with approximately \$100,000 in one-time payment (bonus) dollars for this employee group to be disbursed on a scale of:
    - 6% for Outstanding performance
    - 5% for Excellent performance
    - 4% for Good performance
  - Providing the higher level of one-time payments further reduces the gap between CCBHC/FFS pay scales
  - Finances permitting, employees in the FFS compensation model will continue to receive one-time payments in coming budget years until the wage scales are essentially compatible.
  - Adjust current pay scale by 10% across the board (see attached Excel sheet). While not a matter for FY26 consideration, the FFS pay scale will need to be revised in FY27 and FY28, too.

Based on the conversations with Myron, Lane, Cammy, and Lucien, these are the recommendations presented to P&C committee members for consideration via email on Thursday, August 7, 2025.

Affirmative email responses received from all P&C Committee members. Recommendation is approved and submitted to the Finance Committee on Saturday, August 9, 2025.

Bill Kirkpatrick, Committee Chair

**MOUNTAIN LAKES BEHAVIORAL HEALTHCARE  
PROGRAM SUMMARY  
FOR THE MONTH ENDED AUGUST 31, 2025**

PROGRAM	REVENUE		EXPENSES		Variance		Variance		BUDGETED OPERATING INCOME	ACTUAL OPERATING INCOME	DEPRECIATION EXPENSE	NET INCOME (LOSS)	Variance +/- % Comments
	BUDGETED	ACTUAL	BUDGETED	ACTUAL	\$	%	\$	%					
1000 Administration	45,665	14,698	45,665	(1,429)	(30,967)	-210.69%	(34,202)	-298.36%	0	16,127	12,892	3,235	
1500 Region 1 Project	15,202	15,202	15,202	15,202	(0)	0.00%	0	0.00%	0	(0)	0	0	
2110 Marshall County MHC	290,083	320,291	283,134	291,018	30,209	9.43%	13,866	4.76%	6,948	29,274	5,983	23,291	
2210 Jackson County MHC	216,409	224,650	217,899	225,860	8,241	0	14,210	6.29%	(1,490)	(1,210)	6,249	(7,459)	
2300 Geriatrics	32,950	31,339	31,039	32,580	(1,611)	-5.14%	1,551	4.76%	1,911	(1,251)	0	(1,251)	
2400 Behavioral Health Unit (BHU)	20,058	0	20,058	0	(20,058)	0.00%	(20,058)	0.00%	0	0	0	0	
2610 Dogwood Apartments	5,679	5,651	4,395	3,213	(28)	-0.49%	(438)	-13.63%	1,284	2,438	744	1,694	
2620 EBP Supportive Housing	13,726	14,845	13,724	15,073	919	6.28%	1,349	8.95%	2	(428)	0	(428)	
2640 Dutton Facilities	83,014	118,270	89,611	92,878	35,256	29.81%	7,826	8.44%	(6,587)	25,592	4,759	20,833	
2650 Jackson Place	36,767	42,096	34,406	31,527	5,329	12.66%	(1,197)	-3.80%	2,361	10,568	1,662	8,886	
2651 Marshall Place	20,945	25,864	27,051	29,184	4,918	19.02%	2,519	8.63%	(6,105)	(3,320)	386	(3,706)	
3030 Substance Use	110,317	157,006	110,840	116,338	46,689	29.74%	12,510	10.75%	(523)	40,668	7,012	33,656	
3060 Prevention	30,908	30,901	30,002	30,809	(7)	-0.02%	808	2.62%	906	92	0	92	
Board Investments	22,896	84,695	1,637	1,200	61,809	72.98%	492	41.00%	21,249	83,495	928	82,566	
<b>Grand Total</b>	<b>944,610</b>	<b>1,085,310</b>	<b>924,564</b>	<b>883,264</b>	<b>78,891</b>		<b>(1,256)</b>		<b>19,946</b>	<b>202,045</b>	<b>40,636</b>	<b>161,410</b>	

Budget is divided equally over 12 months. Actual is based on the activity during the month

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**MOUNTAIN LAKES BEHAVIORAL HEALTHCARE  
PROGRAM SUMMARY**

**FOR THE ELEVEN MONTHS ENDED AUGUST 31, 2025**

PROGRAM	BUDGETED REVENUE	ACTUAL REVENUE	BUDGETED EXPENSES	ACTUAL EXPENSES	Budget vs Actual		Budget vs Actual		BUDGETED OPERATING INCOME	ACTUAL OPERATING INCOME	DEPRECIATION EXPENSE	NET INCOME (LOSS)	Variance +/- % Comments	
					Revenues \$	Variance	Revenues %	Variance						Expenses \$
1000 Administration	502,317	592,394	502,317	440,813	80,067	13.75%	76,835	(1)	13.27%	0	141,570	139,339	3,232	
1500 Region 1 Project	187,226	187,226	167,226	167,226	(0)	0.00%	(0)	0.00%	0	0	0	0	0	
2110 Marshall County MHC	3,190,909	3,601,511	3,114,478	3,078,960	410,902	11.40%	19,354	0.63%	76,431	522,551	54,872	467,679		
2210 Jackson County MHC	2,390,498	2,415,656	2,396,896	2,289,650	35,159	0	(49,432)	-2.16%	(16,389)	126,006	57,804	68,202		
2300 Genetics	362,451	407,381	341,434	342,089	44,930	0	655	0.19%	21,017	65,292	0	65,292		
2400 Behavioral Health Unit (BHU)	220,639	240,697	220,639	240,697	20,058	0.00%	20,058	0.00%	0	0	0	0		
2610 Dogwood Apartments	62,470	67,757	48,348	35,221	5,287	7.80%	(4,944)	-14.04%	14,122	32,536	8,183	24,353		
2620 EBP Supportive Housing	150,988	180,261	150,985	152,591	9,273	5.79%	1,626	1.07%	23	7,670	0	7,670		
2640 Dutton Facilities	913,157	1,345,822	885,719	1,028,115	432,865	32.15%	94,741	9.22%	(72,562)	317,707	52,346	265,362		
2650 Jackson Place	404,438	465,389	378,471	341,590	60,951	13.10%	(18,374)	-5.38%	25,967	123,799	18,506	105,293		
2651 Marshall Place	230,399	308,051	297,559	294,554	77,853	25.21%	1,243	0.42%	(67,160)	13,498	4,248	9,250		
3030 Substance Use	1,213,484	1,412,721	1,219,236	1,205,051	199,237	14.10%	62,944	5.22%	(5,752)	207,670	77,128	130,541		
3090 Prevention	339,985	323,608	330,019	319,455	(16,377)	-5.08%	(10,564)	-3.11%	9,966	4,153	0	4,153		
Board Investments	251,744	467,323	18,367	14,200	215,579	46.13%	8,046	56.69%	235,377	453,123	10,213	442,910		
<b>Grand Total</b>	<b>10,390,705</b>	<b>11,995,788</b>	<b>10,169,663</b>	<b>9,950,213</b>	<b>1,826,125</b>	<b>17.60%</b>	<b>184,143</b>	<b>-3.31%</b>	<b>221,042</b>	<b>2,015,575</b>	<b>421,639</b>	<b>1,593,936</b>		

Budget is divided equally over 12 months. Actual is based on the activity during the month.

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**REVENUE & EXPENSE REPORT FOR THE  
ELEVEN MONTHS ENDED AUGUST 31, 2025**

	<b>PROGRAM</b>	<b>BUDGET</b>	<b>ACTUAL</b>
Revenue	<b>1500 REGION 1 PROJECT</b>	<u>167,226</u>	<u>167,226</u>
Expense		<u>167,226</u>	<u>167,226</u>
Revenue	<b>2110 MARSHALL COUNTY MHC</b>	<u>3,190,909</u>	<u>3,601,511</u>
Expense		<u>3,114,478</u>	<u>3,078,960</u>
Revenue	<b>2210 JACKSON COUNTY MHC</b>	<u>2,380,498</u>	<u>2,415,656</u>
Expense		<u>2,396,886</u>	<u>2,289,650</u>
Revenue	<b>2300 GERIATRICS</b>	<u>362,451</u>	<u>407,381</u>
Expense		<u>341,434</u>	<u>342,089</u>
Revenue	<b>2400 BEHAVIORAL HEALTH UNIT</b>	<u>220,639</u>	<u>240,697</u>
Expense		<u>220,639</u>	<u>240,697</u>
Revenue	<b>2610 DOGWOOD APARTMENTS</b>	<u>62,470</u>	<u>67,757</u>
Expense		<u>48,348</u>	<u>35,221</u>
Revenue	<b>2620 EBP SUPPORTIVE HOUSING</b>	<u>150,988</u>	<u>160,261</u>
Expense		<u>150,965</u>	<u>152,591</u>
Revenue	<b>2640 DUTTON FACILITIES</b>	<u>913,157</u>	<u>1,345,822</u>
Expense		<u>985,719</u>	<u>1,028,115</u>
Revenue	<b>2650 JACKSON PLACE</b>	<u>404,438</u>	<u>465,389</u>
Expense		<u>378,471</u>	<u>341,590</u>
Revenue	<b>2651 MARSHALL PLACE</b>	<u>230,399</u>	<u>308,051</u>
Expense		<u>297,559</u>	<u>294,554</u>
Revenue	<b>3030 SUBSTANCE USE</b>	<u>1,213,484</u>	<u>1,412,721</u>
Expense		<u>1,219,236</u>	<u>1,205,051</u>
Revenue	<b>STR/CURES/SOR (Part of the Substance Use Program)</b>		<u>30,500</u>
Expense			<u>22,048</u>
Revenue	<b>3060 PREVENTION</b>	<u>339,985</u>	<u>323,608</u>
Expense		<u>330,019</u>	<u>319,455</u>

## 2025 COMPARATIVE INCOME STATEMENT

As of Accounting Period 11

	91.67%	<u>FY 2024</u>	<u>FY 2025</u>	<u>\$</u>	<u>%</u>
				<u>VARIANCE/YEAR</u>	
<b>Medicaid</b>		\$3,138,263	\$4,164,426	\$1,026,163	24.64%
<b>% of Budget</b>		86.33%	116.16%		
<b>DMH</b>		\$ 5,511,285	\$ 5,598,646	\$ 87,361	1.56%
		97.77%	94.51%		
<b>Medicare</b>		\$ 26,418	\$ 25,014	\$ (1,404)	-5.61%
		82.76%	84.80%		
<b>Self Pay</b>		\$ 105,590	\$ (7,684)	\$ (113,274)	1474.16%
		73.73%	-7.18%		
<b>Insurance</b>		\$ 578,974	\$ 515,271	\$ (63,703)	-12.36%
		113.70%	84.79%		
<b>Total Operating Revenue</b>		\$10,178,345	\$11,498,465	\$ 1,320,120	11.48%
		95.27%	103.77%		
<b>Salary</b>		\$ 5,355,959	\$ 6,009,232	\$ 653,273	10.87%
		99.11%	95.74%		
<b>Fringe</b>		\$ 1,113,141	\$ 1,239,383	\$ 126,242	10.19%
		96.54%	102.66%		
<b>Misc Exp-BHU</b>		\$ 240,697	\$ 240,697	\$ -	0.00%
		100.00%	100.00%		
<b>Fees Contract Staff</b>		\$ 39,360	\$ 103,843	\$ 64,483	62.10%
		57.92%	67.81%		
<b>Travel</b>		\$ 218,255	\$ 256,039	\$ 37,784	14.76%
		92.74%	105.29%		
<b>Total Operating Expenses</b>		\$9,028,243	\$9,925,800	\$897,557	9.04%
		95.10%	93.73%		
<b>Operating Income</b>		\$1,150,102	\$1,572,665	\$422,563	26.87%
<b>Depreciation</b>		(\$338,593)	(\$421,639)	(\$83,046)	19.70%
<b>Net Income/(Loss)</b>		<u>\$811,509</u>	<u>\$1,151,026</u>	<u>\$339,517</u>	

\*\*\*Does not include Board Investments

## 2025 COMPARATIVE BALANCE SHEET

As of Accounting Period 11

	<u>FY 2024</u>	<u>FY 2025</u>	\$	%
			<u>VARIANCE</u>	
<b>Current Assets</b>				
Cash	\$1,092,717	\$559,574	\$ (533,143)	-95.28%
Total Receivables	\$2,585,985	\$3,075,661	\$ 489,676	15.92%
Total Other Current Assets	\$3,416,151	\$3,365,774	\$ (50,377)	-1.50%
<b>Total Current Assets</b>	<u>\$7,094,853</u>	<u>\$7,001,009</u>	<u>-\$93,844</u>	<u>-1.34%</u>
<b>Long Term Assets</b>				
Fixed Assets	\$3,285,782	\$5,983,240	\$ 2,697,458	45.08%
Other Long Term Assets	\$6,959,345	\$4,807,082	\$ (2,152,263)	-44.77%
<b>Total Long Term Assets</b>	<u>\$10,245,127</u>	<u>\$10,790,322</u>	<u>\$ 545,195</u>	<u>5.05%</u>
<b>Total Assets</b>	<u>\$17,339,981</u>	<u>\$17,791,331</u>	<u>\$ 451,350</u>	<u>2.54%</u>
<b>Liabilities</b>				
Current Liabilities	(\$720,509)	(\$587,009)	\$ 133,500	-22.74%
Long Term Liabilities	\$0	\$0	\$ -	
<b>Total Liabilities</b>	<u>(\$720,509)</u>	<u>(\$587,009)</u>	<u>\$ 133,500</u>	<u>-22.74%</u>
<b>Net Assets</b>				
Unrestricted Net Assets	(\$14,513,195)	(\$15,610,386)	\$ (1,097,191)	7.03%
Net (Income) Loss	(\$2,106,277)	(\$1,593,936)	\$ 512,341	-32.14%
<b>Total Net Assets</b>	<u>(\$16,619,472)</u>	<u>(\$17,204,322)</u>	<u>\$ (584,850)</u>	<u>3.40%</u>
<b>Total Liabilities and Net Assets</b>	<u>(\$17,339,981)</u>	<u>(\$17,791,331)</u>	<u>(\$451,350)</u>	<u>2.54%</u>

**Mountain Lakes Behavioral Healthcare  
Estimated Net Accounts Receivable Aging  
As of August 31, 2025**

Self Pay

	30	60	90	>90	Total
A/R Balance as of 8/31/25	65,377.78	9,035.28	7,276.63	32,258.79	113,948.48
Adjustment %	93.50%	93.50%	93.50%	93.50%	
<b>Estimated Net Self Pay A/R Balance</b>	<b>4,249.56</b>	<b>587.29</b>	<b>472.98</b>	<b>2,096.82</b>	<b>7,406.65</b>

DHR and Probate

	30	60	90	>90	Total
A/R Balance as of 8/31/25	891.63	3,218.40	1,500.00	2,500.00	8,110.03
Adjustment %	0.00%	0.00%	0.00%	0.00%	
<b>Estimated Net DHR/Probate A/R Balance</b>	<b>891.63</b>	<b>3,218.40</b>	<b>1,500.00</b>	<b>2,500.00</b>	<b>8,110.03</b>

Medicare

	30	60	90	>90	Total
A/R Balance as of 8/31/25	2,228.20	-	-	-	2,228.20
Adjustment %	70.00%	70.00%	70.00%	70.00%	
<b>Estimated Net Medicare A/R Balance</b>	<b>668.46</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>668.46</b>

Medicaid

	30	60	90	>90	Total
A/R Balance as of 8/31/25	308,302.93	5,177.56	4,188.51	16,850.21	334,519.21
Adjustment %					
<b>Estimated Net Medicaid A/R Balance</b>	<b>308,302.93</b>	<b>5,177.56</b>	<b>4,188.51</b>	<b>16,850.21</b>	<b>334,519.21</b>

Insurance

	30	60	90	>90	Total
A/R Balance as of 8/31/25	65,340.73	3,316.06	1,456.07	2,977.54	73,090.40
Adjustment %	51.67%	51.67%	51.67%	51.67%	
<b>Estimated Net Insurance A/R Balance</b>	<b>31,579.17</b>	<b>1,602.65</b>	<b>703.72</b>	<b>1,439.05</b>	<b>35,324.59</b>

ASAIS

	30	60	90	>90	Total
A/R Balance as of 8/31/25	307,080.99	163,116.85	197,457.77	309,468.33	977,123.94
Adjustment %	33.00%	33.00%	33.00%	33.00%	
<b>Estimated Net Insurance A/R Balance</b>	<b>205,744.26</b>	<b>109,288.29</b>	<b>132,296.71</b>	<b>207,343.78</b>	<b>654,673.04</b>

Total

	30	60	90	>90	Total
A/R Balance as of 8/31/25	749,222.26	183,864.15	211,878.98	364,054.87	1,509,020.26
Average Adjustment %					
<b>Estimated Net Total A/R Balance</b>	<b>551,436.01</b>	<b>119,874.19</b>	<b>139,161.92</b>	<b>230,229.86</b>	<b>1,040,701.98</b>

**Other Information**

August 2025

<b>Transportation</b>	<u><b>Marshall County</b></u>	<u><b>Jackson County</b></u>
Miles driven in month	892.00	1,543.00
Number of riders	175	37
Fuel Purchased	250.04	181.39
Average Price/gallon	2.62	2.86
Maintenance	30.00	87.5 Flat Tire/Oil Change
Depreciation	869.78	842.00
Salary	2,058.50	2,281.44
 Cost/rider	 18.33	 91.68

<b>Client Medical Expense</b>	<u><b>Dutton</b></u>	<u><b>Jackson Place</b></u>	<u><b>Marshall Place</b></u>	<u><b>Cedar Lodge</b></u>	
Pharmacy	2,442.38	76.90	299.18	824.01	
Physician Charges	561.30			2,076.00	
Co-Pays/Deductibles	66.80		35.00		
	<hr/> 3,070.48	76.90	334.18	2,900.01	<b>6,381.57</b>

<b>Consumer Housing</b>	<u><b>Duplex-Board Inv</b></u>
# of Available Units	1.00
# of Units Rented	1.00
Rental Revenue	-

# **Marshall Jackson Mental Health Board, Inc.**

## **Finance Committee Minutes**

September 3, 2025

**Participating:** Lucien Reed, Chair, Finance Committee  
John David Jordan, Finance Committee  
David Kennamer, Board President  
Myron Gargis, Executive Director  
Cammy Holland, Business Manager

Ms. Holland worked closely with Mr. Gargis to develop the draft budgets for FY26. As we are still awaiting final approval for the implementation of CCBHC on 10/1/2025 (FY26), it was necessary to develop and propose the following three draft budgets to the Finance Committee for approval:

- FY26 Budget for CCBHC
- FY26 Budget for Non-CCBHC
- FY26 Budget for FFS – Plan B

These proposed budgets included the Personnel and Compensation Committee's recommendations for wage increases and one time payments for staff members.

Once the budgets were finalized, Mr. Gargis shared these documents, along with other pertinent items as listed in P&P 1.13, via email with all members of the Finance Committee.

With no noted questions or concerns in regard to the draft budgets for FY26, Finance Committee members were in agreement to recommend the draft budgets to the full Board at the September 16, 2025, meeting.

# **FY2026 Proposed Budget - CCBHC**

# MOUNTAIN LAKES BEHAVIORAL HEALTHCARE

388.64

FY26 Proposed Budget - CCBHC

To be added to MC/JC 66/34%

	Administration	MC CCBHC	JC CCBHC	Total
<b>Income</b>				
4010001 SELF PAY	-	369,121.56	168,077.93	537,199.49
4015001 ADJUSTMENT TO SELF PAY	-	(358,896.79)	(142,209.37)	(501,106.16)
4030301 MEDICAID	-	7,175,491.59	4,127,456.62	11,302,948.21
4035301 ADJUSTMENT TO MEDICAID	-	(351,166.47)	(130,411.27)	(481,577.73)
4040401 MEDICARE	-	27,078.00	23,547.43	50,625.43
4045401 ADJUSTMENT TO MEDICARE	-	(11,780.59)	(12,700.33)	(24,480.92)
4050501 Insurance Income	-	620,856.92	324,892.07	945,748.99
4055501 ADJUSTMENT TO INSURANCE	-	(403,557.00)	(149,498.72)	(553,055.72)
4055601 ADJUSTMENT FOR ASAIS	-	-	-	-
4060501 PROBATE COURT INCOME	-	10,000.00	1,333.33	11,333.33
4063501 Marshall Medical Centers	-	114,600.00	-	114,600.00
4064501 DHR CONTRACT	-	374.04	2,233.35	2,607.39
4090 RENT INCOME	-	-	-	-
4100.10 DMH INCOME - FEDERAL	37,789.35	40,569.37	40,569.35	81,138.72
4100.2 Federal - STR/SOR/CURES	-	-	-	-
4110.10 DMH INCOME - STATE	117,687.92	1,071,971.44	654,111.56	1,726,083.00
4110102 CSU	-	-	-	-
4200 Community Outreach Specialist Services	2,824.96	-	-	-
4250 Fundraising Revenue	526.67	-	-	-
4300 Contingency Management	-	9,126.67	9,126.67	18,253.33
4330 LOCAL GOVERNMENT	-	24,999.96	-	24,999.96
4410 DONATIONS	-	-	-	-
4460 WellStone Contract	-	20,000.00	20,000.00	40,000.00
4470 INTEREST INCOME	178.97	-	-	-
4490 Housing Services Income	-	-	-	-
4500 MISCELLANEOUS INCOME	419,079.01	2,668.31	4,089.56	6,757.87
4600 UNREALIZED GAIN/LOSS INVESTMENT	-	-	-	-
Administration Allocation from NonCCBHC	595,391.01	-	-	-
<b>Total Income</b>	<b>1,173,477.88</b>	<b>8,361,457.02</b>	<b>4,940,618.17</b>	<b>13,302,075.19</b>
<b>Gross Profit</b>	<b>1,173,477.88</b>	<b>8,361,457.02</b>	<b>4,940,618.17</b>	<b>13,302,075.19</b>
<b>Expenses</b>				
5010 PAYROLL	2,062,323.96	3,551,029.54	2,348,202.80	5,899,232.34
5020 PAYROLL TAXES	157,767.78	271,653.76	179,637.51	451,291.27
5030 HEALTH INSURANCE	282,507.21	543,178.49	398,345.59	941,524.08
5040 401(K) RETIREMENT	82,492.96	106,530.89	46,964.06	153,494.94
5060 LIFE INSURANCE	600.00	2,955.00	2,130.00	5,085.00
5220 CLIENT MEDICAL EXPENSE	-	137.33	45.01	182.35
5280 FEES-CONTRACT STAFF	1,066.67	84,333.33	1,600.00	85,933.33
5295 FOOD SUPPLIES	-	-	-	-
5296 Food Reimbursement	-	-	-	-
5310 INTERPRETER	-	1,483.11	377.23	1,860.33
5340 MEDICAL SUPPLIES	-	-	-	-
5385 PROGRAM SUPPLIES	139,667.03	12,098.11	8,891.75	20,989.85
5390 Fundraising Expense	4,666.67	-	-	-
5445 TRANSPORTATION CONTRACT	-	31,766.45	2,997.47	34,763.92
5460 VEHICLE OPERATION	24,828.95	52,500.00	52,500.00	105,000.00
5520 ACCOUNTING AND AUDITING	40,000.00	-	-	-
5535 ADMINISTRATION ALLOCATION	(3,782,692.69)	2,496,577.18	1,286,115.51	3,782,692.69
5550 ATTORNEY/LEGAL FEES	10,000.00	-	-	-
5580 BANK CHARGES	7,703.64	-	-	-
5595 BUILDING & GROUNDS MAINTENANC	9,736.77	12,429.75	37,547.47	49,977.21

# MOUNTAIN LAKES BEHAVIORAL HEALTHCARE

388.64

FY26 Proposed Budget - CCBHC

To be added to MC/JC 66/34%

	Administration	MC CCBHC	JC CCBHC	Total
5600 CCBHC Consulting	25,000.00	-	-	-
5625 COMPUTER CONSULTING	983.33	-	-	-
5630 Software Support & Maintenance	1,353,971.45	-	-	-
5640 CUSTODIAL SUPPLIES	1,445.32	5,000.00	4,000.00	9,000.00
5645 DEPRECIATION EXPENSE	150,094.99	57,209.05	60,407.92	117,616.97
5655 DUES AND SUBSCRIPTIONS	20,571.77	-	166.67	166.67
5670 EQUIPMENT	3,495.44	-	3,787.69	3,787.69
5685 EQUIPMENT LEASE AGREEMENT	5,100.31	8,477.44	6,114.87	14,592.31
5715.01 INSURANCE - GENERAL LIABILITY	269,291.71	-	-	-
5715.02 INSURANCE - WORKMAN'S COMP	75,000.00	-	-	-
5745105 MISC EXPENSE - CSU	-	-	-	-
5745115 Misc Expense-Region 1	-	-	-	-
5760 OFFICE SUPPLIES	9,904.16	8,000.00	11,445.97	19,445.97
5775 RELOCATION AND RECRUITMENT	-	6,000.00	4,500.00	10,500.00
5790 RENT	-	-	-	-
5850 TELEPHONE	3,165.07	879.33	529.31	1,408.64
5850.02 TELEPHONE - CELL PHONES	2,776.56	8,328.81	7,585.65	15,914.47
5850.03 TELEPHONE - DATA LINES	117,045.76	13,847.65	10,273.83	24,121.48
5850.04 TELEPHONE -LOCAL/LONG				
DISTANCE	7,419.44	8,595.77	9,822.23	18,418.00
5865 TRAVEL	25,669.87	31,828.04	63,340.64	95,168.68
5880 UTILITIES	10,946.01	25,013.40	25,562.91	50,576.31
5955 LINE OF CREDIT - INTEREST	1,011.11	-	-	-
5965 INTEREST EXPENSE	81.11	-	-	-
5970 EDUCATION ASSISTANCE	50,000.00	-	-	-
<b>Total Expenses</b>	<b>1,173,642.34</b>	<b>7,339,852.44</b>	<b>4,572,892.07</b>	<b>11,912,744.51</b>
<b>Net Operating Income</b>	<b>(164.46)</b>	<b>1,021,604.58</b>	<b>367,726.09</b>	<b>1,389,330.68</b>
<b>Other Expenses</b>				
Reconciliation Discrepancies-1	(164.45)			
<b>Total Other Expenses</b>	<b>(164.45)</b>			
<b>Net Other Income</b>	<b>164.45</b>			
<b>Net Income</b>	<b>(0.00)</b>	<b>1,021,604.58</b>	<b>367,726.09</b>	<b>1,389,330.68</b>

**FY2026 Proposed  
Budget:  
NonCCBHC**

**MOUNTAIN LAKES BEHAVIORAL HEALTHCARE**  
**FY 2026 Proposed Budget**  
**NonCCBHBC Programs**

	<b>Dutton</b>	<b>EBPSH</b>	<b>Jackson Place</b>
<b>Income</b>			
4010001 SELF PAY	-	-	-
4015001 ADJUSTMENT TO SELF PAY	-	-	-
4030301 MEDICAID	567,496.69	11,992.92	64,043.67
4035301 ADJUSTMENT TO MEDICAID	(33,500.79)	(193.27)	(1,254.35)
4040401 MEDICARE	-	-	-
4045401 ADJUSTMENT TO MEDICARE	-	-	-
4050501 Insurance Income	-	-	-
4055501 ADJUSTMENT TO INSURANCE	-	-	-
4055601 ADJUSTMENT FOR ASAIS	-	-	-
4060501 PROBATE COURT INCOME	-	-	-
4062501 JACKSON COUNTY HOSPITAL	-	-	-
4063501 Marshall Medical Centers	-	-	-
4064501 DHR CONTRACT	-	-	-
4090 RENT INCOME	-	-	-
4100.10 DMH INCOME - FEDERAL	-	-	-
4100.2 Federal - STR/SOR/CURES	-	-	-
4110.10 DMH INCOME - STATE	377,369.04	134,750.00	363,099.00
4110102 CSU	-	-	-
4200 Community Outreach Specialist Services	-	-	-
4250 Fundraising Revenue	-	-	-
4300 Contingency Management	-	-	-
4330 LOCAL GOVERNMENT	-	-	-
4410 DONATIONS	-	-	-
4460 WellStone Contract	-	-	-
4470 INTEREST INCOME	-	-	-
4490 Housing Services Income	442,388.05	17,989.47	50,234.05
4500 MISCELLANEOUS INCOME	-	-	-
4600 UNREALIZED GAIN/LOSS INVESTMENT	-	-	-
<b>Total Income</b>	<b>1,353,753.00</b>	<b>164,539.12</b>	<b>476,122.37</b>

<b>Expenses</b>			
5010 PAYROLL	610,345.30	-	234,364.86
5020 PAYROLL TAXES	47,973.14	-	18,421.08
5030 HEALTH INSURANCE	60,667.54	-	10,310.72
5040 401(K) RETIREMENT	12,924.71	-	6,169.15
5060 LIFE INSURANCE	288.00	-	108.00
5220 CLIENT MEDICAL EXPENSE	38,764.95	-	1,336.83
5280 FEES-CONTRACT STAFF	-	-	-
5295 FOOD SUPPLIES	122,364.99	-	12,747.13
5296 Food Reimbursement	-	-	-
5310 INTERPRETER	-	-	1,010.93
5340 MEDICAL SUPPLIES	122.05	-	-
5385 PROGRAM SUPPLIES	12,248.32	30,000.00	604.45

**MOUNTAIN LAKES BEHAVIORAL HEALTHCARE**  
**FY 2026 Proposed Budget**  
**NonCCBHBC Programs**

	<b>Dutton</b>	<b>EBPSH</b>	<b>Jackson Place</b>
5390 Fundraising Expense	-	-	-
5445 TRANSPORTATION CONTRACT	331.08	-	-
5460 VEHICLE OPERATION	7,404.59	-	3,382.24
5520 ACCOUNTING AND AUDITING	-	-	-
5535 ADMINISTRATION ALLOCATION	152,264.42	9,426.67	47,918.17
5550 ATTORNEY/LEGAL FEES	-	-	-
5580 BANK CHARGES	-	-	-
5595 BUILDING & GROUNDS MAINTENANC	27,181.91	-	13,756.51
5600 CCBHC Consulting	-	-	-
5625 COMPUTER CONSULTING	-	-	-
5630 Software Support & Maintenance	-	-	-
5640 CUSTODIAL SUPPLIES	12,272.53	-	1,970.57
5645 DEPRECIATION EXPENSE	57,104.43	-	20,188.71
5655 DUES AND SUBSCRIPTIONS	-	-	-
5670 EQUIPMENT	5,043.19	-	1,480.12
5685 EQUIPMENT LEASE AGREEMENT	4,016.89	-	-
5715.01 INSURANCE - GENERAL LIABILITY	-	-	-
5715.02 INSURANCE - WORKMAN'S COMP	-	-	-
5745105 MISC EXPENSE - CSU	-	-	-
5745115 Misc Expense-Region 1	-	-	-
5760 OFFICE SUPPLIES	646.41	-	-
5775 RELOCATION AND RECRUITMENT	2,944.91	-	1,522.12
5790 RENT	-	115,200.00	-
5850 TELEPHONE	-	-	-
5850.02 TELEPHONE - CELL PHONES	1,734.19	-	-
5850.03 TELEPHONE - DATA LINES	2,501.53	-	1,314.60
5850.04 TELEPHONE -LOCAL/LONG DISTANCE	4,351.15	-	2,495.09
5865 TRAVEL	8,963.84	9,912.45	2,484.65
5880 UTILITIES	34,910.87	-	8,822.08
5955 LINE OF CREDIT - INTEREST	-	-	-
5965 INTEREST EXPENSE	-	-	-
5970 EDUCATION ASSISTANCE	-	-	-
<b>Total Expenses</b>	<b>1,227,370.91</b>	<b>164,539.12</b>	<b>390,408.01</b>
<b>Net Income</b>	<b>126,382.09</b>	<b>(0.00)</b>	<b>85,714.36</b>

**MOUNTAIN LAKES BEHAVIORAL HEALTHC,  
FY 2026 Proposed Budget  
NonCCBHBC Programs**

	<b>Marshall Place</b>	<b>Prevention</b>	<b>Substance Abuse</b>
<b>Income</b>			
4010001 SELF PAY	-	-	1,800.00
4015001 ADJUSTMENT TO SELF PAY	-	-	-
4030301 MEDICAID	19,970.99	-	22,155.90
4035301 ADJUSTMENT TO MEDICAID	(1,141.65)	-	(326.85)
4040401 MEDICARE	-	-	-
4045401 ADJUSTMENT TO MEDICARE	-	-	-
4050501 Insurance Income	-	-	-
4055501 ADJUSTMENT TO INSURANCE	-	-	-
4055601 ADJUSTMENT FOR ASAIS	-	-	(553,580.32)
4060501 PROBATE COURT INCOME	-	-	-
4062501 JACKSON COUNTY HOSPITAL	-	-	-
4063501 Marshall Medical Centers	-	-	-
4064501 DHR CONTRACT	-	-	-
4090 RENT INCOME	-	-	-
4100.10 DMH INCOME - FEDERAL	-	342,631.92	1,845,267.75
4100.2 Federal - STR/SOR/CURES	-	-	232.56
4110.10 DMH INCOME - STATE	219,000.00	-	-
4110102 CSU	-	-	-
4200 Community Outreach Specialist Services	-	-	-
4250 Fundraising Revenue	-	-	-
4300 Contingency Management	-	-	-
4330 LOCAL GOVERNMENT	-	-	24,999.96
4410 DONATIONS	-	-	-
4460 WellStone Contract	-	-	-
4470 INTEREST INCOME	-	-	-
4490 Housing Services Income	31,756.00	-	-
4500 MISCELLANEOUS INCOME	-	-	-
4600 UNREALIZED GAIN/LOSS INVESTMENT	-	-	-
<b>Total Income</b>	<b>269,585.33</b>	<b>342,631.92</b>	<b>1,340,548.99</b>

<b>Expenses</b>			
5010 PAYROLL	214,179.83	185,556.48	591,723.60
5020 PAYROLL TAXES	16,834.53	14,584.74	46,509.48
5030 HEALTH INSURANCE	10,585.46	16,938.10	87,279.22
5040 401(K) RETIREMENT	5,703.80	1,725.11	6,611.57
5060 LIFE INSURANCE	108.00	288.00	720.00
5220 CLIENT MEDICAL EXPENSE	2,606.72	-	22,403.76
5280 FEES-CONTRACT STAFF	-	-	27,697.33
5295 FOOD SUPPLIES	9,999.96	-	106,533.37
5296 Food Reimbursement	-	-	(9,999.96)
5310 INTERPRETER	-	-	-
5340 MEDICAL SUPPLIES	-	-	-
5385 PROGRAM SUPPLIES	2,682.39	15,013.15	18,495.27

**MOUNTAIN LAKES BEHAVIORAL HEALTHC  
FY 2026 Proposed Budget  
NonCCBHBC Programs**

	<b>Marshall Place</b>	<b>Prevention</b>	<b>Substance Abuse</b>
5390 Fundraising Expense	-	-	-
5445 TRANSPORTATION CONTRACT	-	-	-
5460 VEHICLE OPERATION	915.40	-	60.00
5520 ACCOUNTING AND AUDITING	-	-	-
5535 ADMINISTRATION ALLOCATION	38,559.73	36,927.24	161,956.58
5550 ATTORNEY/LEGAL FEES	-	-	-
5580 BANK CHARGES	-	-	-
5595 BUILDING & GROUNDS MAINTENANC	809.44	-	39,540.32
5600 CCBHC Consulting	-	-	-
5625 COMPUTER CONSULTING	-	-	-
5630 Software Support & Maintenance	-	-	-
5640 CUSTODIAL SUPPLIES	48.67	-	18,420.87
5645 DEPRECIATION EXPENSE	4,634.05	-	84,139.89
5655 DUES AND SUBSCRIPTIONS	-	-	-
5670 EQUIPMENT	-	-	1,301.55
5685 EQUIPMENT LEASE AGREEMENT	-	-	4,460.57
5715.01 INSURANCE - GENERAL LIABILITY	-	-	-
5715.02 INSURANCE - WORKMAN'S COMP	-	-	-
5745105 MISC EXPENSE - CSU	-	-	-
5745115 Misc Expense-Region 1	-	-	-
5760 OFFICE SUPPLIES	128.68	1,134.99	15,615.23
5775 RELOCATION AND RECRUITMENT	996.16	595.44	2,690.44
5790 RENT	-	-	-
5850 TELEPHONE	-	-	515.89
5850.02 TELEPHONE - CELL PHONES	603.69	1,804.33	2,104.80
5850.03 TELEPHONE - DATA LINES	809.84	6,744.24	4,790.08
5850.04 TELEPHONE -LOCAL/LONG DISTANCE	-	-	7,283.11
5865 TRAVEL	5,337.03	19,975.29	9,738.77
5880 UTILITIES	842.68	-	49,967.88
5955 LINE OF CREDIT - INTEREST	-	-	-
5965 INTEREST EXPENSE	-	-	-
5970 EDUCATION ASSISTANCE	-	-	-
<b>Total Expenses</b>	<b>316,386.06</b>	<b>301,287.11</b>	<b>1,300,559.63</b>
<b>Net Income</b>	<b>(46,800.73)</b>	<b>41,344.81</b>	<b>39,989.36</b>

**MOUNTAIN LAKES BEHAVIORAL HEALTHC,  
 FY 2026 Proposed Budget  
 NonCCBHBC Programs**

	<b>Supervised Apartments</b>	<b>MC ACT</b>	<b>MC RDP</b>
<b>Income</b>			
4010001 SELF PAY	23.80	-	-
4015001 ADJUSTMENT TO SELF PAY	-	-	-
4030301 MEDICAID	1,322.96	358,097.60	166,667.20
4035301 ADJUSTMENT TO MEDICAID	-	-	-
4040401 MEDICARE	-	-	-
4045401 ADJUSTMENT TO MEDICARE	-	-	-
4050501 Insurance Income	-	-	-
4055501 ADJUSTMENT TO INSURANCE	-	-	-
4055601 ADJUSTMENT FOR ASAIS	-	-	-
4060501 PROBATE COURT INCOME	-	-	-
4062501 JACKSON COUNTY HOSPITAL	-	-	-
4063501 Marshall Medical Centers	-	-	-
4064501 DHR CONTRACT	-	-	-
4090 RENT INCOME	-	-	-
4100.10 DMH INCOME - FEDERAL	-	-	-
4100.2 Federal - STR/SOR/CURES	-	-	-
4110.10 DMH INCOME - STATE	22,563.00	100,800.00	-
4110102 CSU	-	-	-
4200 Community Outreach Specialist Services	-	-	-
4250 Fundraising Revenue	-	-	-
4300 Contingency Management	-	-	-
4330 LOCAL GOVERNMENT	-	-	-
4410 DONATIONS	-	-	-
4460 WellStone Contract	-	-	-
4470 INTEREST INCOME	-	-	-
4490 Housing Services Income	51,133.07	-	-
4500 MISCELLANEOUS INCOME	-	-	-
4600 UNREALIZED GAIN/LOSS INVESTMENT	-	-	-
<b>Total Income</b>	<b>75,042.83</b>	<b>458,897.60</b>	<b>166,667.20</b>
<b>Expenses</b>			
5010 PAYROLL	16,301.12	180,373.26	76,860.62
5020 PAYROLL TAXES	1,281.27	14,177.34	6,041.24
5030 HEALTH INSURANCE	-	30,557.67	5,205.49
5040 401(K) RETIREMENT	740.91	3,897.62	2,828.06
5060 LIFE INSURANCE	-	288.00	150.00
5220 CLIENT MEDICAL EXPENSE	-	-	-
5280 FEES-CONTRACT STAFF	-	-	-
5295 FOOD SUPPLIES	-	-	-
5296 Food Reimbursement	-	-	-
5310 INTERPRETER	-	-	-
5340 MEDICAL SUPPLIES	-	-	-
5385 PROGRAM SUPPLIES	-	1,088.83	1,886.60

**MOUNTAIN LAKES BEHAVIORAL HEALTHC,  
 FY 2026 Proposed Budget  
 NonCCBHBC Programs**

	<b>Supervised Apartments</b>	<b>MC ACT</b>	<b>MC RDP</b>
5390 Fundraising Expense	-	-	-
5445 TRANSPORTATION CONTRACT	-	-	1,270.66
5460 VEHICLE OPERATION	-	-	104.59
5520 ACCOUNTING AND AUDITING	-	-	-
5535 ADMINISTRATION ALLOCATION	6,630.73	37,860.84	13,822.10
5550 ATTORNEY/LEGAL FEES	-	-	-
5580 BANK CHARGES	-	-	-
5595 BUILDING & GROUNDS MAINTENANC	3,636.16	1,118.68	497.19
5600 CCBHC Consulting	-	-	-
5625 COMPUTER CONSULTING	-	-	-
5630 Software Support & Maintenance	-	333.27	-
5640 CUSTODIAL SUPPLIES	-	5,148.81	148.12
5645 DEPRECIATION EXPENSE	8,926.83	-	2,288.36
5655 DUES AND SUBSCRIPTIONS	-	-	-
5670 EQUIPMENT	-	-	-
5685 EQUIPMENT LEASE AGREEMENT	-	762.97	339.10
5715.01 INSURANCE - GENERAL LIABILITY	-	-	-
5715.02 INSURANCE - WORKMAN'S COMP	-	-	-
5745105 MISC EXPENSE - CSU	-	-	-
5745115 Misc Expense-Region 1	-	-	-
5760 OFFICE SUPPLIES	-	668.00	296.89
5775 RELOCATION AND RECRUITMENT	-	-	185.95
5790 RENT	-	-	-
5850 TELEPHONE	-	79.14	35.17
5850.02 TELEPHONE - CELL PHONES	-	682.11	-
5850.03 TELEPHONE - DATA LINES	-	1,019.16	452.96
5850.04 TELEPHONE -LOCAL/LONG DISTANCE	1,110.83	773.62	343.83
5865 TRAVEL	622.85	27,462.61	-
5880 UTILITIES	13,210.95	2,251.21	1,000.54
5955 LINE OF CREDIT - INTEREST	-	-	-
5965 INTEREST EXPENSE	-	-	-
5970 EDUCATION ASSISTANCE	-	-	-
<b>Total Expenses</b>	<b>52,461.63</b>	<b>308,543.14</b>	<b>113,757.47</b>
<b>Net Income</b>	<b>22,581.19</b>	<b>150,354.46</b>	<b>52,909.73</b>

**MOUNTAIN LAKES BEHAVIORAL HEALTHC,  
FY 2026 Proposed Budget  
NonCCBHBC Programs**

	<u>JC ACT</u>	<u>JC RDP</u>	<u>MC C/A InHome</u>
<b>Income</b>			
4010001 SELF PAY	-	-	-
4015001 ADJUSTMENT TO SELF PAY	-	-	-
4030301 MEDICAID	256,288.20	184,735.60	164,969.05
4035301 ADJUSTMENT TO MEDICAID	-	-	-
4040401 MEDICARE	-	-	-
4045401 ADJUSTMENT TO MEDICARE	-	-	-
4050501 Insurance Income	-	-	-
4055501 ADJUSTMENT TO INSURANCE	-	-	-
4055601 ADJUSTMENT FOR ASAIS	-	-	-
4060501 PROBATE COURT INCOME	-	-	-
4062501 JACKSON COUNTY HOSPITAL	-	-	-
4063501 Marshall Medical Centers	-	-	-
4064501 DHR CONTRACT	-	-	-
4090 RENT INCOME	-	-	-
4100.10 DMH INCOME - FEDERAL	-	-	-
4100.2 Federal - STR/SOR/CURES	-	-	-
4110.10 DMH INCOME - STATE	100,800.00	-	70,000.00
4110102 CSU	-	-	-
4200 Community Outreach Specialist Services	-	-	-
4250 Fundraising Revenue	-	-	-
4300 Contingency Management	-	-	-
4330 LOCAL GOVERNMENT	-	-	-
4410 DONATIONS	-	-	-
4460 WellStone Contract	-	-	-
4470 INTEREST INCOME	-	-	-
4490 Housing Services Income	-	-	-
4500 MISCELLANEOUS INCOME	-	-	-
4600 UNREALIZED GAIN/LOSS INVESTMENT	-	-	-
<b>Total Income</b>	<b>357,088.20</b>	<b>184,735.60</b>	<b>234,969.05</b>
<b>Expenses</b>			
5010 PAYROLL	135,441.66	85,199.37	104,401.44
5020 PAYROLL TAXES	10,645.71	6,696.67	7,986.71
5030 HEALTH INSURANCE	5,205.49	17,881.58	17,881.58
5040 401(K) RETIREMENT	-	-	-
5060 LIFE INSURANCE	225.00	150.00	150.00
5220 CLIENT MEDICAL EXPENSE	-	-	-
5280 FEES-CONTRACT STAFF	-	-	-
5295 FOOD SUPPLIES	-	-	-
5296 Food Reimbursement	-	-	-
5310 INTERPRETER	-	-	-
5340 MEDICAL SUPPLIES	-	-	-
5385 PROGRAM SUPPLIES	711.34	533.50	604.91

**MOUNTAIN LAKES BEHAVIORAL HEALTHC,  
FY 2026 Proposed Budget  
NonCCBHBC Programs**

	<b>JC ACT</b>	<b>JC RDP</b>	<b>MC C/A InHome</b>
5390 Fundraising Expense	-	-	-
5445 TRANSPORTATION CONTRACT	-	179.85	-
5460 VEHICLE OPERATION	-	184.76	-
5520 ACCOUNTING AND AUDITING	-	-	-
5535 ADMINISTRATION ALLOCATION	26,719.99	17,795.79	20,628.66
5550 ATTORNEY/LEGAL FEES	-	-	-
5580 BANK CHARGES	-	-	-
5595 BUILDING & GROUNDS MAINTENANC	3,003.80	2,252.85	621.49
5600 CCBHC Consulting	-	-	-
5625 COMPUTER CONSULTING	-	-	-
5630 Software Support & Maintenance	-	-	-
5640 CUSTODIAL SUPPLIES	194.91	146.18	185.15
5645 DEPRECIATION EXPENSE	4,832.63	3,624.48	2,860.45
5655 DUES AND SUBSCRIPTIONS	13.33	-	-
5670 EQUIPMENT	303.02	227.26	-
5685 EQUIPMENT LEASE AGREEMENT	489.19	366.89	423.87
5715.01 INSURANCE - GENERAL LIABILITY	-	-	-
5715.02 INSURANCE - WORKMAN'S COMP	-	-	-
5745105 MISC EXPENSE - CSU	-	-	-
5745115 Misc Expense-Region 1	-	-	-
5760 OFFICE SUPPLIES	915.68	686.76	371.11
5775 RELOCATION AND RECRUITMENT	294.48	-	232.44
5790 RENT	-	-	-
5850 TELEPHONE	42.34	31.76	378.95
5850.02 TELEPHONE - CELL PHONES	606.85	455.14	566.20
5850.03 TELEPHONE - DATA LINES	821.91	616.43	429.79
5850.04 TELEPHONE -LOCAL/LONG DISTANCE	785.78	589.33	9,352.76
5865 TRAVEL	25,279.08	5,798.89	1,250.67
5880 UTILITIES	2,045.03	1,533.77	1,250.67
5955 LINE OF CREDIT - INTEREST	-	-	-
5965 INTEREST EXPENSE	-	-	-
5970 EDUCATION ASSISTANCE	-	-	-
<b>Total Expenses</b>	<b>218,577.22</b>	<b>144,951.26</b>	<b>169,576.85</b>
<b>Net Income</b>	<b>138,510.98</b>	<b>39,784.34</b>	<b>65,392.21</b>

**MOUNTAIN LAKES BEHAVIORAL HEALTHC,  
 FY 2026 Proposed Budget  
 NonCCBHBC Programs**

	JC C/A		
	InHome	Stepping Up	CRU
<b>Income</b>			
4010001 SELF PAY	-	-	-
4015001 ADJUSTMENT TO SELF PAY	-	-	-
4030301 MEDICAID	163,311.99	-	-
4035301 ADJUSTMENT TO MEDICAID	-	-	-
4040401 MEDICARE	-	-	-
4045401 ADJUSTMENT TO MEDICARE	-	-	-
4050501 Insurance Income	-	-	-
4055501 ADJUSTMENT TO INSURANCE	-	-	-
4055601 ADJUSTMENT FOR ASAIS	-	-	-
4060501 PROBATE COURT INCOME	-	-	-
4062501 JACKSON COUNTY HOSPITAL	-	-	-
4063501 Marshall Medical Centers	-	-	-
4064501 DHR CONTRACT	-	-	-
4090 RENT INCOME	-	-	-
4100.10 DMH INCOME - FEDERAL	-	-	-
4100.2 Federal - STR/SOR/CURES	-	-	-
4110.10 DMH INCOME - STATE	70,000.00	60,000.00	-
4110102 CSU	-	-	-
4200 Community Outreach Specialist Services	-	-	-
4250 Fundraising Revenue	-	-	-
4300 Contingency Management	-	-	-
4330 LOCAL GOVERNMENT	-	-	-
4410 DONATIONS	-	-	-
4460 WellStone Contract	-	-	-
4470 INTEREST INCOME	-	-	-
4490 Housing Services Income	-	-	-
4500 MISCELLANEOUS INCOME	-	-	-
4600 UNREALIZED GAIN/LOSS INVESTMENT	-	-	-
<b>Total Income</b>	<b>233,311.99</b>	<b>60,000.00</b>	<b>-</b>
<b>Expenses</b>			
5010 PAYROLL	89,221.18	34,320.00	-
5020 PAYROLL TAXES	6,825.42	2,625.48	-
5030 HEALTH INSURANCE	17,881.58	-	-
5040 401(K) RETIREMENT	-	-	-
5060 LIFE INSURANCE	150.00	75.00	-
5220 CLIENT MEDICAL EXPENSE	-	-	-
5280 FEES-CONTRACT STAFF	-	-	-
5295 FOOD SUPPLIES	-	-	-
5296 Food Reimbursement	-	-	-
5310 INTERPRETER	-	-	-
5340 MEDICAL SUPPLIES	-	-	-
5385 PROGRAM SUPPLIES	533.50	362.94	-

**MOUNTAIN LAKES BEHAVIORAL HEALTHC,  
FY 2026 Proposed Budget  
NonCCBHBC Programs**

	JC C/A InHome	Stepping Up	CRU
5390 Fundraising Expense	-	-	-
5445 TRANSPORTATION CONTRACT	-	-	-
5460 VEHICLE OPERATION	-	-	-
5520 ACCOUNTING AND AUDITING	-	-	-
5535 ADMINISTRATION ALLOCATION	18,541.22	6,338.88	-
5550 ATTORNEY/LEGAL FEES	-	-	-
5580 BANK CHARGES	-	-	-
5595 BUILDING & GROUNDS MAINTENANC	2,252.85	372.89	-
5600 CCBHC Consulting	-	-	-
5625 COMPUTER CONSULTING	-	-	-
5630 Software Support & Maintenance	-	-	-
5640 CUSTODIAL SUPPLIES	146.20	111.09	-
5645 DEPRECIATION EXPENSE	3,624.48	1,716.27	-
5655 DUES AND SUBSCRIPTIONS	10.00	-	-
5670 EQUIPMENT	227.26	-	-
5685 EQUIPMENT LEASE AGREEMENT	366.89	254.32	-
5715.01 INSURANCE - GENERAL LIABILITY	-	-	-
5715.02 INSURANCE - WORKMAN'S COMP	-	-	-
5745105 MISC EXPENSE - CSU	-	-	-
5745115 Misc Expense-Region 1	-	-	-
5760 OFFICE SUPPLIES	686.76	222.67	-
5775 RELOCATION AND RECRUITMENT	220.86	139.47	-
5790 RENT	-	-	-
5850 TELEPHONE	31.76	26.38	-
5850.02 TELEPHONE - CELL PHONES	455.14	227.37	-
5850.03 TELEPHONE - DATA LINES	616.43	339.72	-
5850.04 TELEPHONE -LOCAL/LONG DISTANCE	589.33	257.87	-
5865 TRAVEL	6,966.21	457.33	-
5880 UTILITIES	1,533.77	750.40	-
5955 LINE OF CREDIT - INTEREST	-	-	-
5965 INTEREST EXPENSE	-	-	113,922.42
5970 EDUCATION ASSISTANCE	-	-	-
<b>Total Expenses</b>	<b>150,880.84</b>	<b>48,598.09</b>	<b>113,922.42</b>
<b>Net Income</b>	<b>82,431.14</b>	<b>11,401.91</b>	<b>(113,922.42)</b>

**MOUNTAIN LAKES BEHAVIORAL HEALTHC,  
 FY 2026 Proposed Budget  
 NonCCBHBC Programs**

	<u>CSU</u>	<u>Board Inv</u>	<u>Region 1</u>
<b>Income</b>			
4010001 SELF PAY			
4015001 ADJUSTMENT TO SELF PAY			
4030301 MEDICAID			
4035301 ADJUSTMENT TO MEDICAID			
4040401 MEDICARE			
4045401 ADJUSTMENT TO MEDICARE			
4050501 Insurance Income			
4055501 ADJUSTMENT TO INSURANCE			
4055601 ADJUSTMENT FOR ASAIS			
4060501 PROBATE COURT INCOME			
4062501 JACKSON COUNTY HOSPITAL			
4063501 Marshall Medical Centers			
4064501 DHR CONTRACT			
4090 RENT INCOME		32,400.00	
4100.10 DMH INCOME - FEDERAL			
4100.2 Federal - STR/SOR/CURES			
4110.10 DMH INCOME - STATE	240,697.00		182,427.83
4110102 CSU			
4200 Community Outreach Specialist Services			
4250 Fundraising Revenue			
4300 Contingency Management			
4330 LOCAL GOVERNMENT			
4410 DONATIONS			
4460 WellStone Contract			
4470 INTEREST INCOME		287,175.69	
4490 Housing Services Income		3,094.57	
4500 MISCELLANEOUS INCOME			
4600 UNREALIZED GAIN/LOSS INVESTMENT			
<b>Total Income</b>	<u>240,697.00</u>	<u>322,670.27</u>	<u>182,427.83</u>
<b>Expenses</b>			
5010 PAYROLL	-	-	-
5020 PAYROLL TAXES	-	-	-
5030 HEALTH INSURANCE	-	-	-
5040 401(K) RETIREMENT	-	-	-
5060 LIFE INSURANCE	-	-	-
5220 CLIENT MEDICAL EXPENSE	-	-	-
5280 FEES-CONTRACT STAFF	-	-	-
5295 FOOD SUPPLIES	-	-	-
5296 Food Reimbursement	-	-	-
5310 INTERPRETER	-	-	-
5340 MEDICAL SUPPLIES	-	-	-
5385 PROGRAM SUPPLIES	-	-	-

**MOUNTAIN LAKES BEHAVIORAL HEALTHC,  
 FY 2026 Proposed Budget  
 NonCCBHBC Programs**

	<u>CSU</u>	<u>Board Inv</u>	<u>Region 1</u>
5390 Fundraising Expense	-	-	-
5445 TRANSPORTATION CONTRACT	-	-	-
5460 VEHICLE OPERATION	-	-	-
5520 ACCOUNTING AND AUDITING	-	-	-
5535 ADMINISTRATION ALLOCATION	-	-	-
5550 ATTORNEY/LEGAL FEES	-	-	-
5580 BANK CHARGES	-	-	-
5595 BUILDING & GROUNDS MAINTENANC	-	6,619.84	-
5600 CCBHC Consulting	-	-	-
5625 COMPUTER CONSULTING	-	-	-
5630 Software Support & Maintenance	-	-	-
5640 CUSTODIAL SUPPLIES	-	-	-
5645 DEPRECIATION EXPENSE	-	11,141.60	-
5655 DUES AND SUBSCRIPTIONS	-	-	-
5670 EQUIPMENT	-	850.67	-
5685 EQUIPMENT LEASE AGREEMENT	-	-	-
5715.01 INSURANCE - GENERAL LIABILITY	-	-	-
5715.02 INSURANCE - WORKMAN'S COMP	-	-	-
5745105 MISC EXPENSE - CSU	240,697.00	-	-
5745115 Misc Expense-Region 1	-	-	182,427.83
5760 OFFICE SUPPLIES	-	-	-
5775 RELOCATION AND RECRUITMENT	-	-	-
5790 RENT	-	-	-
5850 TELEPHONE	-	-	-
5850.02 TELEPHONE - CELL PHONES	-	-	-
5850.03 TELEPHONE - DATA LINES	-	-	-
5850.04 TELEPHONE -LOCAL/LONG DISTANCE	-	-	-
5865 TRAVEL	-	-	-
5880 UTILITIES	-	7,029.09	-
5955 LINE OF CREDIT - INTEREST	-	-	-
5965 INTEREST EXPENSE	-	-	-
5970 EDUCATION ASSISTANCE	-	-	-
<b>Total Expenses</b>	<b>240,697.00</b>	<b>25,641.20</b>	<b>182,427.83</b>
<b>Net Income</b>	<b>-</b>	<b>297,029.07</b>	<b>(0.00)</b>

**FY2026 Proposed  
Budget:  
Plan B-Fee For Service**

**PLAN B - MLBHC  
FY2026 Budget FFS**

	<b>Administration</b>	<b>Board Investments</b>	<b>CSU</b>
<b>Income</b>			
4010001 SELF PAY	-	-	-
4015001 ADJUSTMENT TO SELF PAY	-	-	-
4030301 MEDICAID	-	-	-
4035301 ADJUSTMENT TO MEDICAID	-	-	-
4040401 MEDICARE	-	-	-
4045401 ADJUSTMENT TO MEDICARE	-	-	-
4050501 Insurance Income	-	-	-
4055501 ADJUSTMENT TO INSURANCE	-	-	-
4055601 ADJUSTMENT FOR ASAIS	-	-	-
4060501 PROBATE COURT INCOME	-	-	-
4063501 Marshall Medical Centers	-	-	-
4064501 DHR CONTRACT	-	-	-
4090 RENT INCOME	-	37,200.00	-
4100.10 DMH INCOME - FEDERAL	42,029.68	-	-
4100.2 Federal - STR/SOR/CURES	-	-	-
4110102 CSU	-	-	240,697.00
4110.10 DMH INCOME - STATE	534,687.92	-	-
4200 Community Outreach Specialist Services	4,342.46	-	-
4250 Fundraising Revenue	3,500.00	-	-
4300 Contingency Management	-	-	-
4330 LOCAL GOVERNMENT	-	-	-
4410 DONATIONS	-	-	-
4460 WellStone Contract	-	-	-
4470 INTEREST INCOME	360.00	283,882.63	-
4490 Housing Services Income	-	2,785.12	-
4500 MISCELLANEOUS INCOME	-	-	-
4600 UNREALIZED GAIN/LOSS INVESTMENT	-	-	-
<b>Total for Income</b>	<b>584,920.06</b>	<b>323,867.75</b>	<b>240,697.00</b>
<b>Expenses</b>			
5010 PAYROLL	990,690.44	-	-
5020 PAYROLL TAXES	74,896.20	-	-
5030 HEALTH INSURANCE	92,457.39	-	-
5040 401(K) RETIREMENT	32,989.99	-	-
5060 LIFE INSURANCE	480.00	-	-
5220 CLIENT MEDICAL EXPENSE	311.40	-	-
5280 FEES-CONTRACT STAFF	-	-	-
5295 FOOD SUPPLIES	-	-	-
5296 Food Reimbursement	-	-	-
5310 INTERPRETER	-	-	-

**PLAN B - MLBHC  
FY2026 Budget FFS**

	<u>Administration</u>	<u>Board Investments</u>	<u>CSU</u>
5340 MEDICAL SUPPLIES	-	-	-
5385 PROGRAM SUPPLIES	142,028.98	868.80	-
5390 Fundraising Expense	4,200.00	-	-
5445 TRANSPORTATION CONTRACT	-	-	-
5460 VEHICLE OPERATION	5,857.51	-	-
5520 ACCOUNTING AND AUDITING	40,000.00	-	-
5535 ADMINISTRATION ALLOCATION	(2,200,657.52)	-	-
5550 ATTORNEY/LEGAL FEES	8,939.40	-	-
5580 BANK CHARGES	7,819.30	-	-
5595 BUILDING & GROUNDS MAINTENANC	7,730.32	6,811.43	-
5600 CCBHC Consulting	14,448.00	-	-
5625 COMPUTER CONSULTING	-	-	-
5630 Software Support & Maintenance	-	-	-
5640 CUSTODIAL SUPPLIES	1,419.19	-	-
5645 DEPRECIATION EXPENSE	22,320.32	11,141.60	-
5655 DUES AND SUBSCRIPTIONS	18,844.60	-	-
5670 EQUIPMENT	1,396.34	765.60	-
5685 EQUIPMENT LEASE AGREEMENT	5,441.48	-	-
5715.01 INSURANCE - GENERAL LIABILITY	225,000.00	-	-
5715.02 INSURANCE - WORKMAN'S COMP	60,000.00	-	-
5745105 MISC EXPENSE - CSU	-	-	240,697.00
5745115 Misc Expense-Region 1	-	-	-
5760 OFFICE SUPPLIES	9,258.06	-	-
5775 RELOCATION AND RECRUITMENT	-	-	-
5790 RENT	-	-	-
5850.02 TELEPHONE - CELL PHONES	628.14	-	-
5850.03 TELEPHONE - DATA LINES	3,220.08	-	-
5850.04 TELEPHONE -LOCAL/LONG DISTANCE	7,406.70	-	-
5850 TELEPHONE	837.36	-	-
5865 TRAVEL	20,177.18	-	-
5880 UTILITIES	11,412.11	7,153.93	-
5955 LINE OF CREDIT - INTEREST	910.00	-	-
5965 INTEREST EXPENSE	73.00	-	-
5970 EDUCATION ASSISTANCE	40,000.00	-	-
<b>Total for Expenses</b>	<b>(349,464.04)</b>	<b>26,741.36</b>	<b>240,697.00</b>
Reconciliation Discrepancies-1	(463.56)		
<b>Net Income</b>	<b>934,847.67</b>	<b>297,126.38</b>	<b>-</b>

**PLAN B - MLBHC  
FY2026 Budget FFS**

	<b>Dutton</b>	<b>EBPSH</b>	<b>Geriatrics</b>	<b>IT Dept</b>
<b>Income</b>				
4010001 SELF PAY	165,473.64	79.38	-	-
4015001 ADJUSTMENT TO SELF PAY	(165,473.64)	(79.38)	-	-
4030301 MEDICAID	556,315.43	12,132.89	332,400.82	-
4035301 ADJUSTMENT TO MEDICAID	(30,160.80)	(173.94)	(4,709.80)	-
4040401 MEDICARE	-	-	-	-
4045401 ADJUSTMENT TO MEDICARE	-	-	-	-
4050501 Insurance Income	55,316.89	232.96	106,837.63	-
4055501 ADJUSTMENT TO INSURANCE	(55,000.00)	(232.96)	(106,837.63)	-
4055601 ADJUSTMENT FOR ASAIS	-	-	-	-
4060501 PROBATE COURT INCOME	-	-	-	-
4063501 Marshall Medical Centers	-	-	-	-
4064501 DHR CONTRACT	-	-	-	-
4090 RENT INCOME	-	-	-	-
4100.10 DMH INCOME - FEDERAL	-	-	-	-
4100.2 Federal - STR/SOR/CURES	-	-	-	-
4110102 CSU	-	-	-	-
4110.10 DMH INCOME - STATE	377,369.04	134,750.00	46,162.20	-
4200 Community Outreach Specialist Services	-	-	-	-
4250 Fundraising Revenue	-	-	-	-
4300 Contingency Management	-	-	-	-
4330 LOCAL GOVERNMENT	-	-	-	-
4410 DONATIONS	-	-	-	-
4460 WellStone Contract	-	-	-	-
4470 INTEREST INCOME	-	-	-	-
4490 Housing Services Income	452,116.84	18,327.44	-	-
4500 MISCELLANEOUS INCOME	-	-	-	-
4600 UNREALIZED GAIN/LOSS INVESTMENT	-	-	-	-
<b>Total for Income</b>	<b>1,355,957.40</b>	<b>165,036.39</b>	<b>373,853.22</b>	<b>-</b>
<b>Expenses</b>				
5010 PAYROLL	568,867.66	54,099.78	219,681.76	237,728.50
5020 PAYROLL TAXES	43,518.38	4,138.63	16,805.65	18,186.23
5030 HEALTH INSURANCE	59,129.17	5,565.69	34,161.59	325.53
5040 401(K) RETIREMENT	13,083.96	2,704.99	9,666.00	9,509.14
5060 LIFE INSURANCE	288.00	-	336.00	108.00
5220 CLIENT MEDICAL EXPENSE	38,030.12	-	-	-
5280 FEES-CONTRACT STAFF	-	-	-	960.00
5295 FOOD SUPPLIES	121,169.44	-	-	-
5296 Food Reimbursement	-	-	-	-
5310 INTERPRETER	-	-	-	-

**PLAN B - MLBHC  
FY2026 Budget FFS**

	<b>Dutton</b>	<b>EBPSH</b>	<b>Geriatrics</b>	<b>IT Dept</b>
5340 MEDICAL SUPPLIES	109.85	-	-	-
5385 PROGRAM SUPPLIES	11,374.62	-	-	7,691.90
5390 Fundraising Expense	-	-	-	-
5445 TRANSPORTATION CONTRACT	297.97	-	-	-
5460 VEHICLE OPERATION	6,664.13	-	-	-
5520 ACCOUNTING AND AUDITING	-	-	-	-
5535 ADMINISTRATION ALLOCATION	250,952.17	-	77,216.05	-
5550 ATTORNEY/LEGAL FEES	-	-	-	-
5580 BANK CHARGES	-	-	-	-
5595 BUILDING & GROUNDS MAINTENANC	26,689.78	-	-	1,775.68
5600 CCBHC Consulting	-	-	-	-
5625 COMPUTER CONSULTING	-	-	-	885.00
5630 Software Support & Maintenance	-	-	-	393,462.10
5640 CUSTODIAL SUPPLIES	12,107.21	-	-	-
5645 DEPRECIATION EXPENSE	57,104.42	-	-	128,215.06
5655 DUES AND SUBSCRIPTIONS	-	-	-	-
5670 EQUIPMENT	6,309.96	-	-	12,625.15
5685 EQUIPMENT LEASE AGREEMENT	4,466.38	-	-	-
5715.01 INSURANCE - GENERAL LIABILITY	-	-	-	-
5715.02 INSURANCE - WORKMAN'S COMP	-	-	-	-
5745105 MISC EXPENSE - CSU	-	-	-	-
5745115 Misc Expense-Region 1	-	-	-	-
5760 OFFICE SUPPLIES	581.77	-	-	943.84
5775 RELOCATION AND RECRUITMENT	3,476.95	-	849.60	-
5790 RENT	-	68,244.60	-	-
5850.02 TELEPHONE - CELL PHONES	1,735.49	-	755.22	2,179.87
5850.03 TELEPHONE - DATA LINES	2,496.18	-	2,517.26	113,474.59
5850.04 TELEPHONE -LOCAL/LONG DISTANCE	3,936.47	-	-	-
5850 TELEPHONE	-	-	-	2,290.32
5865 TRAVEL	9,362.98	10,038.41	2,896.69	4,486.69
5880 UTILITIES	35,002.85	-	-	-
5955 LINE OF CREDIT - INTEREST	-	-	-	-
5965 INTEREST EXPENSE	-	-	-	-
5970 EDUCATION ASSISTANCE	-	-	-	-
<b>Total for Expenses</b>	<b>1,276,755.89</b>	<b>144,792.10</b>	<b>364,885.83</b>	<b>934,847.60</b>
Reconciliation Discrepancies-1				
<b>Net Income</b>	<b>79,201.51</b>	<b>20,244.29</b>	<b>8,967.40</b>	<b>(934,847.60)</b>

**PLAN B - MLBHC  
FY2026 Budget FFS**

	<u>Jackson County</u>	<u>Jackson Place</u>	<u>Marshall County</u>
<b>Income</b>			
4010001 SELF PAY	172,092.66	19,918.22	375,363.11
4015001 ADJUSTMENT TO SELF PAY	(143,112.71)	(18,206.20)	(379,347.77)
4030301 MEDICAID	1,560,182.51	65,865.42	2,925,417.88
4035301 ADJUSTMENT TO MEDICAID	(142,953.95)	(1,132.03)	(783,522.49)
4040401 MEDICARE	25,045.31	657.36	27,318.60
4045401 ADJUSTMENT TO MEDICARE	(12,312.65)	(93.42)	(12,529.81)
4050501 Insurance Income	327,385.73	5,346.41	507,748.34
4055501 ADJUSTMENT TO INSURANCE	(165,000.00)	(5,000.00)	(334,035.00)
4055601 ADJUSTMENT FOR ASAIS	-	-	-
4060501 PROBATE COURT INCOME	1,200.00	-	9,600.00
4063501 Marshall Medical Centers	-	-	114,300.00
4064501 DHR CONTRACT	2,075.53	-	336.64
4090 RENT INCOME	-	-	-
4100.10 DMH INCOME - FEDERAL	36,512.41	-	36,512.44
4100.2 Federal - STR/SOR/CURES	-	-	-
4110102 CSU	-	-	-
4110.10 DMH INCOME - STATE	886,018.56	363,099.00	1,257,716.28
4200 Community Outreach Specialist Services	-	-	-
4250 Fundraising Revenue	-	-	-
4300 Contingency Management	9,531.00	-	9,531.00
4330 LOCAL GOVERNMENT	-	-	24,999.96
4410 DONATIONS	-	-	-
4460 WellStone Contract	20,000.00	-	20,000.00
4470 INTEREST INCOME	-	-	-
4490 Housing Services Income	-	50,121.87	-
4500 MISCELLANEOUS INCOME	1,000.00	-	2,703.88
4600 UNREALIZED GAIN/LOSS INVESTMENT	-	-	-
<b>Total for Income</b>	<b>2,577,664.40</b>	<b>480,576.63</b>	<b>3,802,113.04</b>
<b>Expenses</b>			
5010 PAYROLL	1,490,697.77	225,689.34	2,137,676.66
5020 PAYROLL TAXES	114,038.38	17,265.23	163,532.26
5030 HEALTH INSURANCE	154,197.77	10,943.05	182,454.96
5040 401(K) RETIREMENT	23,851.16	6,770.68	59,854.95
5060 LIFE INSURANCE	1,680.00	108.00	1,644.00
5220 CLIENT MEDICAL EXPENSE	40.51	1,640.39	123.60
5280 FEES-CONTRACT STAFF	2,160.00	-	86,892.00
5295 FOOD SUPPLIES	-	12,973.63	-
5296 Food Reimbursement	-	-	-
5310 INTERPRETER	339.50	909.84	1,504.66

**PLAN B - MLBHC  
FY2026 Budget FFS**

	<u>Jackson County</u>	<u>Jackson Place</u>	<u>Marshall County</u>
5340 MEDICAL SUPPLIES	-	-	-
5385 PROGRAM SUPPLIES	8,871.41	640.78	11,931.31
5390 Fundraising Expense	-	-	-
5445 TRANSPORTATION CONTRACT	2,995.69	-	31,421.56
5460 VEHICLE OPERATION	3,080.78	3,382.08	2,865.17
5520 ACCOUNTING AND AUDITING	-	-	-
5535 ADMINISTRATION ALLOCATION	550,164.38	67,564.05	820,420.57
5550 ATTORNEY/LEGAL FEES	-	-	-
5580 BANK CHARGES	-	-	-
5595 BUILDING & GROUNDS MAINTENANC	38,946.60	13,416.89	13,093.16
5600 CCBHC Consulting	-	-	-
5625 COMPUTER CONSULTING	-	-	-
5630 Software Support & Maintenance	-	-	-
5640 CUSTODIAL SUPPLIES	2,630.26	2,028.28	3,332.71
5645 DEPRECIATION EXPENSE	61,866.25	20,188.70	58,667.39
5655 DUES AND SUBSCRIPTIONS	150.00	-	407.35
5670 EQUIPMENT	3,408.92	1,332.11	-
5685 EQUIPMENT LEASE AGREEMENT	8,670.82	-	7,629.70
5715.01 INSURANCE - GENERAL LIABILITY	-	-	-
5715.02 INSURANCE - WORKMAN'S COMP	-	-	-
5745105 MISC EXPENSE - CSU	-	-	-
5745115 Misc Expense-Region 1	-	-	-
5760 OFFICE SUPPLIES	11,212.34	-	7,362.38
5775 RELOCATION AND RECRUITMENT	6,054.13	1,983.78	5,639.10
5790 RENT	-	-	-
5850.02 TELEPHONE - CELL PHONES	7,643.09	-	7,637.11
5850.03 TELEPHONE - DATA LINES	10,150.04	1,314.60	11,095.22
5850.04 TELEPHONE -LOCAL/LONG DISTANCE	9,823.31	2,533.88	8,626.96
5850 TELEPHONE	714.56	-	1,187.10
5865 TRAVEL	95,232.95	2,651.30	95,132.17
5880 UTILITIES	24,816.28	8,876.74	25,381.97
5955 LINE OF CREDIT - INTEREST	-	-	-
5965 INTEREST EXPENSE	-	-	-
5970 EDUCATION ASSISTANCE	-	-	-
<b>Total for Expenses</b>	<b>2,633,436.92</b>	<b>402,213.34</b>	<b>3,745,514.02</b>
Reconciliation Discrepancies-1			
<b>Net Income</b>	<b>(55,772.52)</b>	<b>78,363.29</b>	<b>56,599.02</b>

**PLAN B - MLBHC  
FY2026 Budget FFS**

	<u>Marshall Place</u>	<u>Prevention</u>	<u>Region 1 Project</u>
<b>Income</b>			
4010001 SELF PAY	54,425.05	-	-
4015001 ADJUSTMENT TO SELF PAY	(54,425.06)	-	-
4030301 MEDICAID	19,417.97	-	-
4035301 ADJUSTMENT TO MEDICAID	(1,027.49)	-	-
4040401 MEDICARE	-	-	-
4045401 ADJUSTMENT TO MEDICARE	-	-	-
4050501 Insurance Income	4,530.77	-	-
4055501 ADJUSTMENT TO INSURANCE	(4,000.00)	-	-
4055601 ADJUSTMENT FOR ASAIS	-	-	-
4060501 PROBATE COURT INCOME	-	-	-
4063501 Marshall Medical Centers	-	-	-
4064501 DHR CONTRACT	-	-	-
4090 RENT INCOME	-	-	-
4100.10 DMH INCOME - FEDERAL	-	362,922.00	-
4100.2 Federal - STR/SOR/CURES	-	-	-
4110102 CSU	-	-	-
4110.10 DMH INCOME - STATE	219,000.00	-	182,427.96
4200 Community Outreach Specialist Services	-	-	-
4250 Fundraising Revenue	-	-	-
4300 Contingency Management	-	-	-
4330 LOCAL GOVERNMENT	-	-	-
4410 DONATIONS	-	-	-
4460 WellStone Contract	-	-	-
4470 INTEREST INCOME	-	-	-
4490 Housing Services Income	32,806.87	-	-
4500 MISCELLANEOUS INCOME	-	-	-
4600 UNREALIZED GAIN/LOSS INVESTMENT	-	-	-
<b>Total for Income</b>	<b>270,728.12</b>	<b>362,922.00</b>	<b>182,427.96</b>
<b>Expenses</b>			
5010 PAYROLL	205,141.76	176,017.49	-
5020 PAYROLL TAXES	15,693.34	13,465.34	-
5030 HEALTH INSURANCE	10,432.08	17,346.60	-
5040 401(K) RETIREMENT	5,743.97	1,815.37	-
5060 LIFE INSURANCE	108.00	288.00	-
5220 CLIENT MEDICAL EXPENSE	2,644.02	-	-
5280 FEES-CONTRACT STAFF	-	-	-
5295 FOOD SUPPLIES	9,999.96	-	-
5296 Food Reimbursement	-	-	-
5310 INTERPRETER	-	-	-

**PLAN B - MLBHC  
FY2026 Budget FFS**

	<u>Marshall Place</u>	<u>Prevention</u>	<u>Region 1 Project</u>
5340 MEDICAL SUPPLIES	-	-	-
5385 PROGRAM SUPPLIES	2,694.14	44,000.00	-
5390 Fundraising Expense	-	-	-
5445 TRANSPORTATION CONTRACT	-	-	-
5460 VEHICLE OPERATION	823.86	-	-
5520 ACCOUNTING AND AUDITING	-	-	-
5535 ADMINISTRATION ALLOCATION	57,912.04	77,216.05	-
5550 ATTORNEY/LEGAL FEES	-	-	-
5580 BANK CHARGES	-	-	-
5595 BUILDING & GROUNDS MAINTENANC	1,106.58	-	-
5600 CCBHC Consulting	-	-	-
5625 COMPUTER CONSULTING	-	-	-
5630 Software Support & Maintenance	-	-	-
5640 CUSTODIAL SUPPLIES	43.80	-	-
5645 DEPRECIATION EXPENSE	4,634.05	-	-
5655 DUES AND SUBSCRIPTIONS	-	-	-
5670 EQUIPMENT	-	-	-
5685 EQUIPMENT LEASE AGREEMENT	-	-	-
5715.01 INSURANCE - GENERAL LIABILITY	-	-	-
5715.02 INSURANCE - WORKMAN'S COMP	-	-	-
5745105 MISC EXPENSE - CSU	-	-	-
5745115 Misc Expense-Region 1	-	-	182,428.08
5760 OFFICE SUPPLIES	115.81	1,021.49	-
5775 RELOCATION AND RECRUITMENT	896.54	1,071.10	-
5790 RENT	-	-	-
5850.02 TELEPHONE - CELL PHONES	603.68	1,804.50	-
5850.03 TELEPHONE - DATA LINES	809.86	6,744.23	-
5850.04 TELEPHONE -LOCAL/LONG DISTANCE	-	-	-
5850 TELEPHONE	-	-	-
5865 TRAVEL	5,580.53	20,000.00	-
5880 UTILITIES	841.08	-	-
5955 LINE OF CREDIT - INTEREST	-	-	-
5965 INTEREST EXPENSE	-	-	-
5970 EDUCATION ASSISTANCE	-	-	-
<b>Total for Expenses</b>	<b>325,825.11</b>	<b>360,790.16</b>	<b>182,428.08</b>
Reconciliation Discrepancies-1			
<b>Net Income</b>	<b>(55,097.00)</b>	<b>2,131.84</b>	<b>(0.12)</b>

**PLAN B - MLBHC  
FY2026 Budget FFS**

	<b>Substance Abuse</b>	<b>Supervised Apartments</b>	<b>CRU</b>
<b>Income</b>			
4010001 SELF PAY	110,435.74	21.42	
4015001 ADJUSTMENT TO SELF PAY	(110,435.74)	-	
4030301 MEDICAID	38,026.62	1,190.66	
4035301 ADJUSTMENT TO MEDICAID	(5,000.00)	-	
4040401 MEDICARE	-	-	
4045401 ADJUSTMENT TO MEDICARE	-	-	
4050501 Insurance Income	-	-	
4055501 ADJUSTMENT TO INSURANCE	-	-	
4055601 ADJUSTMENT FOR ASAIS	(456,855.04)	-	
4060501 PROBATE COURT INCOME	-	-	
4063501 Marshall Medical Centers	-	-	
4064501 DHR CONTRACT	-	-	
4090 RENT INCOME	-	-	
4100.10 DMH INCOME - FEDERAL	1,861,108.60	-	
4100.2 Federal - STR/SOR/CURES	209.30	-	
4110102 CSU	-	-	
4110.10 DMH INCOME - STATE	-	22,563.00	
4200 Community Outreach Specialist Services	-	-	
4250 Fundraising Revenue	-	-	
4300 Contingency Management	-	-	
4330 LOCAL GOVERNMENT	25,000.00	-	
4410 DONATIONS	-	-	
4460 WellStone Contract	-	-	
4470 INTEREST INCOME	-	-	
4490 Housing Services Income	-	51,259.48	
4500 MISCELLANEOUS INCOME	-	-	
4600 UNREALIZED GAIN/LOSS INVESTMENT	-	-	
<b>Total for Income</b>	<b>1,462,489.47</b>	<b>75,034.56</b>	<b>-</b>
<b>Expenses</b>			
5010 PAYROLL	560,420.70	15,455.31	
5020 PAYROLL TAXES	42,872.18	1,182.33	
5030 HEALTH INSURANCE	3,895.47	-	
5040 401(K) RETIREMENT	7,005.26	772.77	
5060 LIFE INSURANCE	720.00	-	
5220 CLIENT MEDICAL EXPENSE	25,863.48	-	
5280 FEES-CONTRACT STAFF	24,927.60	-	
5295 FOOD SUPPLIES	106,506.83	-	
5296 Food Reimbursement	(9,999.96)	-	
5310 INTERPRETER	-	-	

**PLAN B - MLBHC  
FY2026 Budget FFS**

	<b>Substance Abuse</b>	<b>Supervised Apartments</b>	<b>CRU</b>
5340 MEDICAL SUPPLIES	-	-	
5385 PROGRAM SUPPLIES	17,660.46	34.31	
5390 Fundraising Expense	-	-	
5445 TRANSPORTATION CONTRACT	-	-	
5460 VEHICLE OPERATION	54.00	-	
5520 ACCOUNTING AND AUDITING	-	-	
5535 ADMINISTRATION ALLOCATION	279,908.19	19,304.01	
5550 ATTORNEY/LEGAL FEES	-	-	212,892.00
5580 BANK CHARGES	-	-	
5595 BUILDING & GROUNDS MAINTENANC	39,075.32	3,551.72	
5600 CCBHC Consulting	-	-	
5625 COMPUTER CONSULTING	-	-	
5630 Software Support & Maintenance	-	-	
5640 CUSTODIAL SUPPLIES	18,341.70	-	
5645 DEPRECIATION EXPENSE	84,139.90	8,926.82	
5655 DUES AND SUBSCRIPTIONS	-	-	
5670 EQUIPMENT	1,171.39	-	
5685 EQUIPMENT LEASE AGREEMENT	4,865.72	-	
5715.01 INSURANCE - GENERAL LIABILITY	-	-	
5715.02 INSURANCE - WORKMAN'S COMP	-	-	
5745105 MISC EXPENSE - CSU	-	-	
5745115 Misc Expense-Region 1	-	-	
5760 OFFICE SUPPLIES	16,337.71	-	
5775 RELOCATION AND RECRUITMENT	3,345.73	-	
5790 RENT	-	-	
5850.02 TELEPHONE - CELL PHONES	2,112.72	-	
5850.03 TELEPHONE - DATA LINES	4,681.64	-	
5850.04 TELEPHONE -LOCAL/LONG DISTANCE	7,284.00	1,131.11	
5850 TELEPHONE	696.46	-	
5865 TRAVEL	9,849.13	644.21	
5880 UTILITIES	50,932.12	13,079.82	
5955 LINE OF CREDIT - INTEREST	-	-	
5965 INTEREST EXPENSE	-	-	113,922.42
5970 EDUCATION ASSISTANCE	-	-	
<b>Total for Expenses</b>	<b>1,302,667.75</b>	<b>64,082.41</b>	<b>326,814.42</b>
Reconciliation Discrepancies-1			
<b>Net Income</b>	<b>159,821.72</b>	<b>10,952.15</b>	<b>(326,814.42)</b>

**PLAN B - MLBHC  
FY2026 Budget FFS**

	<u>Total</u>
Income	
4010001 SELF PAY	897,809.22
4015001 ADJUSTMENT TO SELF PAY	(871,080.49)
4030301 MEDICAID	5,510,950.19
4035301 ADJUSTMENT TO MEDICAID	(968,680.50)
4040401 MEDICARE	53,021.27
4045401 ADJUSTMENT TO MEDICARE	(24,935.88)
4050501 Insurance Income	1,007,398.73
4055501 ADJUSTMENT TO INSURANCE	(670,105.59)
4055601 ADJUSTMENT FOR ASAIS	(456,855.04)
4060501 PROBATE COURT INCOME	10,800.00
4063501 Marshall Medical Centers	114,300.00
4064501 DHR CONTRACT	2,412.17
4090 RENT INCOME	37,200.00
4100.10 DMH INCOME - FEDERAL	2,339,085.12
4100.2 Federal - STR/SOR/CURES	209.30
4110102 CSU	240,697.00
4110.10 DMH INCOME - STATE	4,023,793.96
4200 Community Outreach Specialist Services	4,342.46
4250 Fundraising Revenue	3,500.00
4300 Contingency Management	19,062.00
4330 LOCAL GOVERNMENT	49,999.96
4410 DONATIONS	-
4460 WellStone Contract	40,000.00
4470 INTEREST INCOME	284,242.63
4490 Housing Services Income	607,417.61
4500 MISCELLANEOUS INCOME	3,703.88
4600 UNREALIZED GAIN/LOSS INVESTMENT	-
<b>Total for Income</b>	<b>12,258,288.01</b>
Expenses	
5010 PAYROLL	6,882,167.15
5020 PAYROLL TAXES	525,594.17
5030 HEALTH INSURANCE	570,909.31
5040 401(K) RETIREMENT	173,768.23
5060 LIFE INSURANCE	5,760.00
5220 CLIENT MEDICAL EXPENSE	68,653.52
5280 FEES-CONTRACT STAFF	114,939.60
5295 FOOD SUPPLIES	250,649.86
5296 Food Reimbursement	(9,999.96)
5310 INTERPRETER	2,754.00

**PLAN B - MLBHC  
FY2026 Budget FFS**

	<u>Total</u>
5340 MEDICAL SUPPLIES	109.85
5385 PROGRAM SUPPLIES	247,796.71
5390 Fundraising Expense	4,200.00
5445 TRANSPORTATION CONTRACT	34,715.22
5460 VEHICLE OPERATION	22,727.53
5520 ACCOUNTING AND AUDITING	40,000.00
5535 ADMINISTRATION ALLOCATION	0.00
5550 ATTORNEY/LEGAL FEES	221,831.40
5580 BANK CHARGES	7,819.30
5595 BUILDING & GROUNDS MAINTENANC	152,197.48
5600 CCBHC Consulting	14,448.00
5625 COMPUTER CONSULTING	885.00
5630 Software Support & Maintenance	393,462.10
5640 CUSTODIAL SUPPLIES	39,903.14
5645 DEPRECIATION EXPENSE	457,204.52
5655 DUES AND SUBSCRIPTIONS	19,401.95
5670 EQUIPMENT	27,009.48
5685 EQUIPMENT LEASE AGREEMENT	31,074.10
5715.01 INSURANCE - GENERAL LIABILITY	225,000.00
5715.02 INSURANCE - WORKMAN'S COMP	60,000.00
5745105 MISC EXPENSE - CSU	240,697.00
5745115 Misc Expense-Region 1	182,428.08
5760 OFFICE SUPPLIES	46,833.41
5775 RELOCATION AND RECRUITMENT	23,316.94
5790 RENT	68,244.60
5850.02 TELEPHONE - CELL PHONES	25,099.82
5850.03 TELEPHONE - DATA LINES	156,503.71
5850.04 TELEPHONE -LOCAL/LONG DISTANCE	40,742.42
5850 TELEPHONE	5,725.80
5865 TRAVEL	276,052.24
5880 UTILITIES	177,496.88
5955 LINE OF CREDIT - INTEREST	910.00
5965 INTEREST EXPENSE	113,995.42
5970 EDUCATION ASSISTANCE	40,000.00
<b>Total for Expenses</b>	<b><u>11,983,027.97</u></b>
Reconciliation Discrepancies-1	(463.56)
<b>Net Income</b>	<b><u>275,723.60</u></b>

## MLBH PERSONNEL REPORT

9/16/2025

### NEW HIRES

PRN	Billy Gilbert	Counselor/ QSAP III	8/12/2025	Substance Use
FT	Baily Reeves	Therapist NL SB	8/20/2025	MCMHC
FT	Tabitha Mount	Therapist NL SB	8/20/2025	JCMHC
FT	Kimberly Works	Life Skills Specialist	8/26/2025	Substance Use
FT	Tiffany Denton	Transportation Specialist	8/26/2025	JCMHC
FT	Hannah Cranford	Therapist NL SB	9/9/2025	MCMHC

### SEPARATIONS (VOLUNTARY)

FT	Desiree Justice	Life Skills Specialist	8/8/2025	Dutton Group Homes
FT	Margaret George	Juvenile Court Liaison (retired)	8/25/2025	Both Counties
PRN	Jennifer Ormsby	Life Skills Specialist	9/8/2025	Substance Use
PRN	Rebecca Fox	Life Skills Specialist	9/8/2025	Substance Use

### SEPARATIONS (INVOLUNTARY)

### NEW POSITIONS ADDED

### TRANSFERS

FT	Kimberly McMurrey	From LSS DGH to LSS Rehab Day Program	9/9/2025	JCMHC
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### PROMOTIONS

FT	Courtney Landers	From Secretary to Records Librarian	9/11/2025	MCMHC
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**NOTE:** Intern Hayden Rice began on 9/10/25 with Substance Use Services

*AIH = Adult In-Home*

*CAIH = Child/Adolescent In-Home*

*CRNP = Certified Registered Nurse Practitioner*

*CRSS = Certified Recovery Support Specialist (SA)*

*NL = Non-Licensed*

*QSAP = Qualified Substance Abuse Professional*

*SU = Substance Use*

*SLP = Sign Language Proficient*

*RDP = Rehabilitative Day Program*

*TPR = Treatment Plan Review*

## MLBH PERSONNEL REPORT

### OPEN POSITIONS

AIH Care Coord. JC (1)

Peer Support Specialist/ Parent (1)

Peer Support Specialist/ Geriatric (1)

Peer Support Specialist/ Youth (1)

JP LSS FT (1) PRN (2)

DGH FT 7on-7off (2)

SU LSS FT Nights (1) Second (1)

Therapeutic Mentor MC (1)

SB Therapist MC (1)

Transportation Specialist JC (1)

Therapist Mobile Crisis- Both Counties (4)

Peer Support Specialist Mobile Crisis- Both Counties (4)

Employment Specialist MC (1)

Employment Specialist JC (1)

Care Navigator MC (1)

Care Navigator JC (1)

Peer Support Specialist Veterans & First Responders  
Both Counties (1)

Primary Care Screener JC (2)

Nurse Practitioner Primary Care Both Counties (1)

SA-Intensive Outpatient (IOP) Program Coordinator (1)

## **MLBH PERSONNEL REPORT**

SA- IOP Counselor (1)

Community Outreach Specialist MC (1)

Community Outreach Specialist JC (1)

IT Specialist (2)

**IT Board Report**  
**SEP 2025**

**Items Completed from last reports:**

- Video Camera's, limited testing with Ubiquity.
- Sboro Door code system limited testing with Ubiquity
- Testing Vmware virtualization replacement Proxmox in lab.
- Testing Proxmox VM backup systems in lab.
- Wes testing some addl security stuff in 365.
- Debian Linux upgrades from version 12 to version 13.
- Proxmox Virtualization OS upgrades to version 9.X.
- Ceph shared storage cluster upgrades.
- Proxmox Backup Server OS version upgrades 4.X.
- New Virtualization software running in Production mode.
- Vmware infrastructure DCOM'ed.
- Barracuda Backup infrastructure DCOM'ed.
- Get Spares ordered.
- Netsmart AI direction for Reporting GTM.

**New Items / Continued:**

- CCBHC Avatar changes / conferences Started.
- Wes working on alarm system quote for Sboro.
- Pharmacy implementation has started.
- Still waiting on Farmers WAN / Internet Traffic study.
- Sohpos Secureworks new Agent version to install.
- Wes working on Smartphone pricing & Contract.
- Figure out CEPH shared Storage redundancy.

--I'll pop in for a short overview at Board Meeting.--

## CCBHC Task Force

August 18, 2025

### MINUTES

**Present:** Lane Black, Myron Gargis, Cammy Holland, Dana McCarley, Shelly Pierce, Erica Player, Dianne Simpson and Vanessa Vandergriff

**Absent:** Devin Oppenhuizen

Myron shared a letter from Nicole Walden indicating that DMH has approved MLBHC for participation in the CCBHC demonstration program and that all required applications have been submitted to SAMHSA. Nicole's letter highlighted MLBHC's strengths and outlined several opportunities for organizational growth. Final approval from SAMHSA is pending, with an anticipated implementation date of October 1, 2025.

The task force briefly discussed the follow-up information Dianne emailed regarding supervision requirements for both the LPN and CMA positions.

In relation to new CCBHC roles, the task force agreed to proceed with external recruitment by posting the positions this week.

As the focus remains on CCBHC implementation, Myron noted that the FY26 Goals and Objectives will be directly aligned with this initiative. FY26 will be dedicated to achieving full compliance with CCBHC standards. A draft of these goals and objectives will be presented for Board review at this week's meeting. The task force then participated in the first Weekly Check-In Meeting with the following individuals:

- Dawn Taylor, CCBHC Project Manager, DMH
- Rhonda Rich, Data Analyst
- Janice Jones-Simms, CCBHC/Medicaid Billing Specialist
- David Williams, IT Program Manager, CCBHC

Each participant introduced themselves and described their role in the CCBHC implementation process. Dawn outlined the structure of the weekly Check-In Meetings and encouraged open communication and questions.

She also reviewed the contents of Nicole Walden's letter to ensure everyone was informed about the project's current status.

With no further questions, the meeting was adjourned.

**Next Meeting:**

All CCBHC Task Force meetings will now be held on Mondays from 9:30 am to 11:00 am to align with the DMH Weekly Check-In Meetings at 10:00 am.

## **CCBHC Task Force**

August 25, 2025

### **MINUTES**

**Present:** Lane Black, Myron Gargis, Cammy Holland, Devin Oppenhouzen, Shelly Pierce, Dianne Simpson and Vanessa Vandergriff

**Absent:** Dana McCarley and Erica Player

Myron shared a recent update from our Medicaid contact, who indicated that she had only one question regarding the submitted information. That question has since been answered, and everything continues to look positive for the implementation of CCBHC on October 1, 2025. While the process appears to be progressing well, we are still awaiting final approval from SAMHSA.

During today's meeting, Devin reported that she is currently working on billing and will import the data into an Excel spreadsheet. This will allow it to be sorted as needed by DMH/Medicaid.

Task force members then reviewed **CCBHC Implementation Bulletin 24-26 – CCBHC Participant Enrollment** until it was time to begin the weekly Check-In Meeting with DMH.

Dawn Taylor, CCBHC Project Manager with DMH, had several questions regarding various items that she needed to clarify with the task force. After a productive discussion and with all members expressing understanding, the meeting was adjourned.

#### **Next Meeting**

The CCBHC Task Force meeting scheduled for Monday, September 1, 2025, will be cancelled in observance of Labor Day. The next meeting will be held on Monday, September 8, 2025, beginning at 9:30 a.m.

# CCBHC Task Force Meeting Minutes

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Date: September 8, 2025

Time: 10:00 AM – 11:30 AM

Location: Virtual / Teams Call

**Attendees: Myron Gargis, Dianne Simpson, Erica Player, Cammy Holland, Vanessa Vandergriff, Dana McCarley, Lane Black, Devin Oppenhuizen**

## 1. Updates on State Contract & Carved-Out Programs

Myron, Dianne, Erica, and Cammy have been meeting with Kim Hammack regarding the state contract. The following programs/services are excluded from the CCBHC model:

- HICC
- EBSHP Case Management
- Stepping Up Case Manager
- Per diem-based services

## 2. Staff & Operations Updates

The Dutton nursing position can now be a CCBHC position. We would possibly change the title. The organizational chart must be reviewed and finalized prior to the October 1 CCBHC go-live date. Lane Black distributed the hiring spreadsheet; the team reviewed it during the meeting (see embedded notes in the spreadsheet).

## 3. CCBHC Certification Status

No formal written approval from SAMHSA yet, but unofficial word is that we have been approved.

## 4. Call with Alabama Department of Mental Health (DMH)

Start Time: 10:00 AM

End Time: 11:00 AM

- Topics Discussed:
  - Billing Process for Dual-Eligible Clients:
    - Myron asked DMH to clarify how billing would work.
    - Medicaid is working on a workaround to address complexities.
    - Checkwrite process on the Medicaid website remains unchanged.
    - Manual processing through DMH should not delay Medicaid payments.
  - Quality Metrics:
    - General discussion with DMH regarding expectations.

- **Certification & Administrative Notes:**
  - MLBHC has a single Medicaid number.
  - The staffing requirements spreadsheet was received blank; Myron will email the completed version directly to Dawn.
  - For the compliance spreadsheet, Dawn had a question regarding mobile crisis team coverage.  
Action Item: Myron to document a written plan showing staff temporarily assigned to mobile crisis until full team is hired.
- **Client Portal / Records Access:**
  - Myron to revise or clarify page 21 of the application regarding clients' ability to view their records through the app.
- **Partnership Documentation:**
  - Blank template has been completed and is now ready for signature.
- **Board Governance:**
  - Expectation is that MLBHC will meet the 51% lived experience threshold.
  - If only 6 members qualify, Myron and the Board President will review and sign off.
  - Those attestations will be retained on file for documentation.
  - MLBHC has been selected as a pilot site for CCBHC Board Governance implementation.
- **Training System Access:**
  - Dawn asked whether she could access the training system using her Avatar login credentials.
- **Policy Review:**
  - Dawn requested a merged version of two policy documents Dianne was working on.
  - Myron will send the newly uploaded policies.
  - Existing policies will undergo a comprehensive review in Q1 to ensure consistent use of "people receiving services" terminology.
- **HMA Training Poll:**
  - Myron to complete and submit the HMA/Training Session participation poll sent via email.

## 5. Post-Call Discussion

### Staffing and Recruitment:

- Continued review of hiring spreadsheet.
- Alabama Psychology Association website was mentioned as a recruitment tool for hiring a psychologist.

### Org Chart:

- Review of the May 19, 2025 organizational chart to ensure accuracy for upcoming discussions. Dianne forwarded Shelly's email with minutes and organizational chart from May 19, 2025.

### Service Provision Note:

- Clarification from Kim: a person not included in the staffing plan can provide services at an excluded location.

Meeting Adjourned: 11:30 AM



## 3rd Annual First Responders Tournament

By MARY BAILEY  
The Reporter

It's time to grab those golf clubs and warm up your catching mitts for a good cause.

The 3rd Annual First Responders Tournament will be held Thursday, September 11 and Friday, September 12.

"This is the third year for the fundraiser which provides services to any first responder or agency

in north Alabama including: education, training, preventative

wellness checks, critical incident response, counseling and medical

treatment at no cost to them," said Julianna Davis with Mountain

Lakes Behavioral Healthcare who is helping to organize the tournaments. "We follow evidence based on protocol to reduce the physical and mental toll that first responders face on a daily basis. We serve departments all over north Alabama and are available 24/7 for crisis intervention. The softball and golf tournaments are a way to have fun and raise money for a good cause that benefits everyone in the community."

The 4-man scramble golf tournament will be held at Big Spring Lake Golf Course in Albertville on September 11. Registration comes with a free breakfast provided by Local Joe's starting at 8 a.m.

The double elimination softball tournament will be held on August 12 at Sand Mountain Park in Albertville.

There are three fields at the park which means they have room for 12 teams. With 10 teams already signed

up, time is of the essence to get your team forms filled out.

They are tentatively planning to start the games at 9 a.m.

The softball tournament is sponsored by Gilbert & Baugh Ford.

For more information and how to register your teams contact Dr. Davis at MLBHC by email at [drdavismlbhc@gmail.com](mailto:drdavismlbhc@gmail.com).

Signups can be found at Google Docs form: <https://forms.gle/6Sb-gcSmP8MdagUHW9>

Sand Mtn. Reporter 8/20/25

**CQI Summary Reports**  
**August 21, 2025**

- **Report from Clinical Director**
- **Staff Error Report-** Made available to supervisors via team's link.
- **Wall of Fame/Incentive Plan**

**Incentive Plan-**

Brookshire, Tom	Miller, Savannah
Cheek, Brittany	Riggins, Jennifer
Conner, Brooke	Robinson, Hannah
Hampton, Rachelle	Rucker, Elizabeth
Kyle, April	Traweek, Elizebeth

**Wall of Fame-**

Alford, Lindsay	Marshall	Johnson, Dallas	Jackson
Barrett, Rob	Jackson	Justice, Desiree	Dutton
Brand, Kali	Marshall	Knott, Stephanie	Marshall
Brown, Britany	Marshall	Lowery, Hannah	Marshall
Burks, Julie	Marshall	Martin, Stephanie	Marshall
Burns, April	M. P.	McMurrey, Kimberly	Dutton
Campbell, Teana	J. P.	Moore, Leah	Geriatrics
Clonts, Lisa	Marshall	Paschal, Nancy	Dutton
Cooper, Rebecca	Dutton	Quinn, Lindsey	Marshall
DeAtley, Joanna	Residential	Ritchie, Denise	Marshall
Early-Foster, Alison	Marshall	Romero, Kimberley	Marshall
Erwin, Tara	Jackson	Steed, Tyler	Geriatrics
Estes, Ashlee	Marshall	Strange, Lilly	JC RDP/Dutton
Hanna, Sarah	M. P.	Tubbs, Felicia	J. P.
Headrick, Tina	Marshall	Vandergriff, Vanessa	Marshall
Herring, Belinda	Marshall	Amanda Whitley	Jackson
Hixon, Ryan	Dutton	Wilson, Billy (Ross)	M. P.
Holcombe, Mitzi	Geriatrics	Wilson, Justin	Dutton
Holcombe, Keith	M/J	Zurita, Marili	Marshall
Holderfield, Alec	Marshall	Bartke, George	Cedar
Horn, Paul	Jackson	Crowell, Robert	Cedar
		Kirkland, Jana	Cedar
		Sweatman, Susan	Cedar
		Woodham, Cynthia	Cedar

- I. Review and approval of monthly summary report July 17, 2025:** The July meeting minutes were approved with changes noted below. The Cedar Lodge Access Report for June had an error on 6/21/25 which has been corrected below. The monthly total has also been corrected.

List MM/DD/YY (M-F) for each scheduled day of month below:	Crisis Residential Admissions	Appt Kept	Appt Not Kept	No Show	Client Cancel	Staff Cancel	Denied	Denial Reason
6/12/2025	3	1	2	1	1	0	1	1 Positive for Alcohol-Rescheduled for 17th & admitted

Totals	48	33	15	12	3	0	3
Percentages		68.75%	31.25%	80.00%	20.00%	0.00%	

**II. Administrative Review Summary/Error Reports July: (June MTD 0.9%/ YTD 0.7%)**

	Cases Reviewed	Docs Reviewed	Docs w/errors	Total Errors	Predominant Errors
<b>TOTAL</b>	6	687	10	10	Late Case Plan; Late 6 mth Case plan; Late Initial SUN-R; Late 6 mth SUN-R

**MONTHLY ADMIN REVIEW ERROR RATE: 1.5 % YTD ERROR RATE: 0.7 %**

A summary report was sent to the committee for each program containing details of the errors for review. The breakdown of reviews done for 6-month reviews and other/transfers were submitted for each program. The predominant errors were Late Case Plan; Late 6 mth Case plan; Late Initial SUN-R; Late 6 mth SUN-R. The monthly and yearly error rates were about the same as last month.

**III. State Reporting Data Elements (SRDE) Report for June 2025:** These errors are reported one month later as they are not received in time to research and compile prior to the CQI review.

Total Errors	Predominant Error Trends
8	Invalid Diagnosis

**V. Cedar Lodge Access report for CQI Monitoring:** The goal of this report is to utilize this data to help develop solutions to remove barriers to treatment.

List MM/DD/YY (M-F) for each scheduled day of month below:	Crisis Residential Admissions	Appt Kept	Appt Not Kept	No Show	Client Cancel	Staff Cancel	Denied	Denial Reason
7/1/2025	4	3	1	1				
7/2/2025	3	1	2	1	1			
7/7/2025	2	2						
7/8/2025	3	2	1	1				
7/9/2025	4	3	1	1				
7/11/2025	1	1						
7/14/2025	4	3	1	1				
7/15/2025	3	2	1	1				
7/16/2025	4	3	1	1				
7/18/2025	1	1						
7/21/2025	3	2	1	1			1	Blood pressure not managed, referred to PCP for follow up. Admitted 7/28
7/22/2025	3	2	1	1			1	Positive UDS-opioids
7/23/2025	2	2						
7/24/2025	1	1						
7/25/2025	3	1	2	2				
7/28/2025	2	2						
7/29/2025	3	3					1	Presented under the influence, did not have doctor's orders. Rescheduled and admitted on 8/7/25
7/30/2025	4	2	2	2				
<b>Totals</b>	50	36	14	13	1	0	3	
<b>PERCENTAGES</b>	100.00%	72.00%	28.00%	26.00%	2.00%	0.00%		

**VI. Prevention Activities:** 276 Prevention activity sheets were reviewed for July 2025:

Direct Services	# Hours billed in Marshall County	# Hours billed in Jackson County
Block- Community	0	0
Block-Environmental	24	32
Block- Information Dissemination	51	50.5
Block-Education	0	20
Block-Alternatives	12	0
Block-PIDR	2	0
SOR-Environmental	31	70
SOR-CBP	33	44
Total	153	216.50

**Funded by: Block Grant & SOR Grant – Marshall County**

**1. Block Grant – Information Dissemination**

**School & Youth Engagement**

Created and delivered drug prevention PowerPoints at Arab Junior High.

Distributed 86 prevention pencil pouches and 23 “Talk. They Hear You.” cards at DAR Middle School during schedule pick-ups.

Scheduled “Too Good for Drugs” program at Dutton Elementary for 5th grade.

Set up prevention table at Scottsboro High’s Camp Wildcat (9th grade event).

**Libraries & Community Events**

Arab & Grant Libraries: Distributed coloring books, pencil pouches, and campaign flyers.

Kids 'n Kin (Marshall & Jackson): Held prevention workshops and shared parental resources.

**Back-to-School Outreach**

At events in Arab, Guntersville, and TESA, distributed:

116 prevention pouches, 93 coloring books, 38 “Talk. They Hear You.” materials

34 medication lock bags

**Other Community Engagement**

Attended Freedom Fest (Jackson Co.) and local pharmacies to promote safe storage/disposal (Deterra & fentanyl education).

Met with Vape Court/INDEPTH program stakeholders and attended Chamber of Commerce meeting.

**2. SOR Grant – Harm Reduction & Training**

Led substance use disorder training for Marshall County Gas District employees.

Distributed:

8 boxes of Narcan

4 Fentanyl test strips

5 Deterra pouches

Delivered prevention workshops at PALS and Life Resource Center.

**3. Totals – Resources Distributed**

Item	Quantity
Pencil Pouches	208
Tobacco-Free Coloring Books	120
“Talk. They Hear You.” Materials	66+
Medication Lock Bags	34
Narcan Boxes	8
Fentanyl Test Strips	4
Deterra Pouches	5

**Summary**

Through school programs, community events, and harm reduction training, this initiative expanded awareness and prevention education around substance use. Efforts focused on youth, families, and frontline professionals across Marshall and Jackson Counties.

**VIII. Hospital Discharge Follow-up Report for Previous Month:**

Location	Local	State/CRU	Total
Marshall	9 (8 Active)	1	10
Jackson	4 (3 Active)	0	4
Geriatrics	0	0	0
Total	14	0	14

Tracking reports of hospital discharges and 72-hour follow-ups for clients in Marshall and Jackson County were sent out to the committee. All appointments were kept in both counties.

**X. Incident Prevention and Management for Previous Month:** There was one incident of a client seizure, 2 reports of Consensual Sexual Contact (Same incident involving 2 clients-reportable to DMH) and one report of client aggression for July.

**XI. Medication Errors for Previous month:** There was 1 medication error reported for the month of July. One missed dose. No trends were identified.

**By Personnel**

	MAC	RN	LPN	Pharmacist	Other (explain)
Level 1	1				
Level 2					
Level 3					
TOTAL	1	0	0	0	0

**By Division**

	MI	SA	TOTAL
Level 1	1	0	0
Level 2			
Level 3			
TOTAL	1	0	0

**By Error Type**

	Wrong Person	Wrong Med	Wrong Dose	Wrong Route	Wrong Time	Wrong Reason	Wrong Documentation	Missed Dose	Other (explain)
Level 1								1	
Level 2									
Level 3									
TOTAL								1	

**XII. Consumer Feedback, Complaints, and Grievances:**

FY25-Consumer Feedback	July	July	July	July	July
	Compliments	Suggestions	Complaints	Comments	Total per location
Guntersville	1				1
Scottsboro					0
Outreach/Residential			1		1
Cedar Lodge				1	1
Total MTD	1	0	1	1	3
Total YTD	25	19	26	15	85

**XIII. Residential Services Report for Previous month** A monthly report was run for July.

FACILITY	CAPACITY	TARGETED PT DAYS	ACTUAL PT DAYS	% OCCUPANCY
Jackson Place	3	93	77	83
Marshall Place	3	93	85	91
Jackson Place Sup Apt.	2	62	62	100
Dogwood Apartments	8	248	163	66
Supportive Housing	12	372	248	67
MLBH Residential Care	10	310	310	100
MLBH Crisis Stabilization	2	62	62	100
Foster Homes	26	806	783	97
<b>Totals</b>		<b>2046</b>	<b>1790</b>	<b>87</b>

**XIV. Treatment Plan Reviews for Previous month:**

Programs	Total Charts	Admission Criteria not met	Not Timely	Not Individualized	Documentation Does Not Relate To TP And/or Address Progress	No Attempts of Active Engagement Documented	No Modification for Accommodations	Total Errors
Geriatrics	28	0	0	0	0	0	0	0
Jackson	63	0	1	0	0	0	0	1
Marshall	174	0	11	0	4	0	0	15
Substance Abuse	0	0	0	0	0	0	0	0
Residential	0	0	0	0	0	0	0	0
<b>TOTALS</b>	<b>265</b>	<b>0</b>	<b>12</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>16</b>

**Standards 580-2-20-.07 (7) (a):**

- (1.) The appropriateness of admission to that program is relative to published admission criteria.
- (2.) Treatment plan is timely.
- (3.) Treatment plan is individualized.
- (4.) Documentation of services is related to the treatment plan and addresses progress toward treatment objectives.
- (5.) There is evidence of attempts to actively engage recipient, family and collateral supports in the treatment process to include linguistic and/or auxiliary support services for people who are deaf, hard of hearing, or limited English proficient as well as any other accommodations for other disabilities.
- (6.) Treatment plan modified (if needed) to include linguistic and/or auxiliary support services for people who are deaf, hard of hearing, or limited English proficient as well as any other accommodations for other disabilities.

The committee was sent a breakdown of the clinical data compiled from the Treatment Plan Reviews. A summary report was sent out to the committee for each program. The trends continue to be treatment plans that were not timely, and documentation does not relate to treatment plan and/or address progress.

**XV. Form-Policy & Procedure Revisions/Approvals:**

**Forms-**

- None

**P & P: Procedure revisions for CQI approval:**

- **P & P 6.1.2-MI Outpatient Services-Rev-**The program description was separated out from the P & P. The P & P was revised at the request of DMH. Changes were approved by the executive director. They have been placed on the MLBHC links server under the Policy Docs>Policies and Procedures tab for staff access.
  - **MI Outpatient Services-Program Description-New-**The program description was moved into a separate document by the clinical director. The program description was revised at the request of DMH. Changes were approved by the executive director. They have been placed on the MLBHC links server under the Policy Docs>Policies and Procedures tab for staff access.

- **P & P 6.1.8-Case Management Services: Program Description-Rev-** The program description was separated out from the P & P. The P & P was revised at the request of DMH. Changes were approved by the executive director. They have been placed on the MLBHC links server under the Policy Docs>Policies and Procedures tab for staff access.
  - **Child & Adolescent Low Intensity Care Coordination Program Description-New-** The program description was moved into a separate document by the clinical director. The program description was revised at the request of DMH. Changes were approved by the executive director. They have been placed on the MLBHC links server under the Policy Docs>Policies and Procedures tab for staff access.
  - **Child & Adolescent High Intensity Care Coordination Program Description-New** The program description was moved into a separate document by the clinical director. The program description was revised at the request of DMH. Changes were approved by the executive director. They have been placed on the MLBHC links server under the Policy Docs>Policies and Procedures tab for staff access.
  - **Adult Mental Illness Case Management Program Description-New-** The program description was moved into a separate document by the clinical director. The program description was revised at the request of DMH. Changes were approved by the executive director. They have been placed on the MLBHC links server under the Policy Docs>Policies and Procedures tab for staff access.

**P & P: Board Approved Policy Revisions-None**

**XVI. Miscellaneous Items: None**

# Leadership Committee

August 21, 2025

## MINUTES

**Present:** Lane Black, Myron Gargis, Cammy Holland, Dana McCarley, Shelly Pierce, Gerald Privett, Sherneria Rose, Dianne Simpson and Susan Sweatman

**Absent:** Erica Player and Vanessa Vandergriff

### I. Microsoft 365 training session

Over the next few months, LC members will participate in brief training sessions on the various apps in Microsoft 365. For today's meeting, Wes Morgan covered the main points of "One Drive".

### II. Approve minutes of the July 17, 2025, meeting

Minutes of the July 17, 2025, meeting were distributed to all staff via e-mail. Minutes were approved, as presented.

### III. Committee reports for the month

#### Consumer Sat from 7/18/25

**Present:** Brittany Cheek, Cammy Holland, Jennifer Riggins, Elizabeth Rucker, Dianne Simpson and Lily Strange

#### I. Consumer Feedback Forms:

Consumer feedback forms from April 25 - June 25 were discussed. All complaints have been addressed.

#### II. Old Business:

The Christmas party for the residential clients will be from 12 - 2:30 on December 12, 2025. Dianne S will secure the location and necessary details with that. Dianne will recruit Santa. Cammy H will have name tags for each client. Cammy will plan a menu and be responsible for the details of having a meal. Elizabeth R will provide a chair for Santa to sit in. We will ask Prevention to take and print pictures of clients with Santa. Brittany C will secure interpreter(s) for the event. Elizabeth R & Jennifer R will be responsible for the games and everything required with those activities.

Separate from the party are the gifts for Christmas morning. Brittany C & Lilly S will be responsible for getting the needs/wants, etc. of clients and distributing to committee members. Committee members will purchase these gifts. Brittany & Lilly will make sure all clients have gifts at their respected home by Christmas eve. A list of the items and who is responsible for each will be sent to the committee members via Teams. Cammy will submit a budget to Myron to approve.

A TEAMS group will be created and we will use that application as a way to communicate in preparation for the Christmas event.

#### III. New Business:

None

#### IV. Next Meeting

TBD – using TEAMS as needed to stay informed, etc.

#### EEG from 6/26/25

Members: Christy Keeper, Brooke Whitten, Dallas Johnson, Hannah Bishop, Miranda Holland, Jessica Floyd

Guest/new members: Savannah Miller & Hannah Robinson

Minutes: 1:00pm-3:06pm

**Employee Feedback:** Weather policy not approved, Christy to speak with Lane about another option of possibly having a non-productivity day for weather days that employees are not able to make it shift. EGG staff to work on getting prices for professional event.

**Engagement Activity Planning Updates:**

Qtr 3: ice cream & massages for employees were a success. EGG staff to look into options for group home workers to be able to attend employee recognition events.

Qtr 4: professional event TBD, staff discussed having a field day/tailgate event with a cookout, inflatable house, crafts & games for employee team building.

**Strategic Action Plan Updates**

- Miranda & Savannah to look into games for event.
- Christy to send options for approval on weather day policy.
- Hannah Bishop to come up with craft ideas for event.
- Christy, Brooke & Savannah to look into options for catering the event.
- August 22<sup>nd</sup> is the official date for event.
- Open house @ MLBHC locations in September.
- Staff to look into gift card options for a team winner for event.

Next Meeting: July 16<sup>th</sup> (Wednesday) @ 3pm @ MLBHC-JC

**EEG from 7/16/25**

Members: Christy Keeper, Dallas Johnson, Hannah Bishop, Miranda Holland, Brooke Connor

Guest: none

Minutes: 1:00pm-2:00pm

**Employee Feedback:** Elizabeth Rucker had asked if EEG would look into state retirement and other student loan repayment programs. Christy is to follow up with lane and HR about past loan programs and progress that was made on state reporting and current status.

**Engagement Activity Planning Updates:**

Qtr 1: completed.

Qtr 2: completed.

Qtr 3: completed.

Qtr 4: Field Day event Discussed and proposed for August 22<sup>nd</sup>. Christy to follow up with Myron on approval 4 field day event and discuss budget.

**Strategic Action Plan Updates**

- EEG to begin planning for next fiscal years events and projects. EEG to discuss goals at next meeting
- Dallas to look into Kona ice vendor for field day event.
- Christy Further information about state retirement and Student loan repayment programs.

Next Meeting: July 30<sup>th</sup> @ 3pm.

**EEG from 7/30/25**

Members: Christy Keeper, Dallas Johnson, Hannah Bishop, Miranda Holland

Guest: Stacy Rothe

Minutes: 3:00pm-4:00pm

**Employee Feedback:** Christy spoke with Myron about state retirement options & MLBHC doesn't feel that it is a good option at this time due to costs & other facilities having issues with the state retirement program. Christy spoke with Myron about 2-year loan forgiveness options since CCBHC can't turn clients away due to payment, we may have more options on loan forgiveness programs. Christy to talk with Myron/Lane about options for this soon & have more information at the next EEG meeting.

**Engagement Activity Planning Updates:**

Qtr 1: completed.

Qtr 2: completed.

Qtr 3: completed.

Qtr 4: Tail gate event on was moved from August to October due to extreme heat, staff feel this will be a better option to get more staffed to participate in event. Budget for events that has been approved \$400 for food, \$600 for games & employee engagement activities.

#### **Strategic Action Plan Updates**

- Christy to get the Neuroscience book “Hey, you got a minute” to send short professional development tidbits in emails to staff.
- EEG staff to collaborate on ideas for other professional development for employees. Ideas so far: coffee bar & donuts, snack baskets for different programs that are not in the main office.
- JC office to have potluck on August 21<sup>st</sup> for professional development & employee engagement, sign up sheet is in the front office.
- Ideas for games for Tail gate event: person bingo, personality rewards, relay games, dodgeball, tag football, trivia games, fun fact draw game. Staff that do not want to participate in games may act as cheerleaders for participants of games. Staff will have armbands to designate staff to groups & cheerleaders at check-in for the event. There will need to be about 7-10 games to play to fill time for Tail gate event.
- Tail gate event points will be kept up with on a score board for group that wins to get a prize at the end of day.
- EEG staff to investigate Team builder presenter/coach to help with connecting better with employees & management.
- EEG staff send out a survey to get employees feedback on what they like for events & professional development.

Next Meeting: August 27<sup>th</sup> @ 3pm.

#### **IV. Program Financial Reports: October, 2024 – July, 2025**

- YTD net income of \$1,072,182 (not including Board investments).
- **Marshall Co. OP & OR – Net income \$444,388**
- **Jackson Co. OP & OR – Net income \$75,661**
- **Geriatrics – Net income \$66,543**
- **Residential –**
  - Supervised Apartments – Net income \$22,659
  - EBP Supportive Housing – Net income \$8,097 (program designed to break even)
  - Dutton – Net income \$244,528
  - Jackson Place – Net income \$96,407
  - Marshall Place – Net income \$12,956
- **SU Services – Net income \$96,885**
- **Prevention Services – Net income \$4,061**

#### **V. Reports & Program Updates:**

- **Executive Director’s Report – Myron Gargis**
  - Special Touch Restoration recently developed an Emergency Response Plan for MLBHC that included all facilities. Items flagged in the plans included entrances/exits, water shut off valves, fire extinguishers, etc. Myron will soon email electronic versions of these plans to all users for review. Now that these plans have been developed, MLBHC will be listed as a high priority client with STR, which will expedite necessary repairs during an emergency.
  - DMH submitted our application and other items to SAMHSA earlier this week. There was one question on the information that Myron sent to Medicaid and that has since been answered. While all is looking positive for CCBHC implementation on 10/1/25, we are still awaiting final approval by SAMHSA.
  - Myron distributed the following items to LC members for review and discussion:
    - MLBHC’s draft 5-7 year Business Plan (2025-2032)
    - MLBHC’s draft FY26 Goals and Objectives for CCBHC Implementation

- MLBHC's draft FY26 Strategic Goals for Non-CCBHC Programs
      - Any feedback on these items not discussed during today's LC meeting should be sent to Myron.
    - At this week's Board meeting, Myron shared some of the ongoing issues with tenants in the Sebring Drive duplex. This duplex was purchased to provide affordable housing options for consumers, but it is not functioning, as intended. Several tenants have been evicted due to lack of payment and there have been numerous other problems such as illegal drug use, housing individuals not on the lease, property damage, etc.
      - Following discussion among LC members on continuing to operate this housing option or not, a recommendation was made to implement a screening process and have any possible residents evaluated by a review panel before approving their move to this duplex. If this process does not improve the situation with the duplex, a recommendation to sell the property will likely be proposed to the Board.
    - Myron sent an all users email earlier today to provide clarity on which programs would be included in the CCBHC project and what that means for staffing and compensation going forward.
  - **Clinical Director's Report – Dianne Simpson**
    - Erica Player and Julianna Davis are attending Special Incident Investigation training this week.
    - Dianne is working to overhaul the productivity process and will have a proposal to present to LC at the September meeting.
    - Dianne recently created a CCBHC/CQI presentation that will be distributed to all staff.
    - Several program descriptions have recently been revised for submission to DMH. Revisions were necessary for the certifications to be transferred to the new JC MHC location.
    - All are currently preparing for the DMH site visit, beginning 10/7/25. It is likely that charts for high-risk consumers and deaf/HOH consumers will be reviewed closely.
    - Susan, Amanda and Dianne are participating in Medicaid Assistor's training this week.
  - **Administrative Services – Cammy Holland**
    - Cammy and Devin are working hard to manually submit SU billing.
  - **HR Office – Lane Black**
    - Dana McCarley will be returning to her former training role once we have final approval for CCBHC. She and JD Boatwright will both serve as Training Specialists.
    - Lane distributed the listing of current vacancies throughout the organization. Please advise him of any corrections.
    - LC members discussed the CM position at DGH and determined that it will be a non-CCBHC position.
    - Lane celebrated his 15<sup>th</sup> anniversary this month, with Myron presenting him with a crystal award and a Loyalty Bonus of \$900.
  - **Jackson County OP & OR – Dana McCarley**
    - Keeping schedules filled for five therapists has been challenging, so Shaquitta Sabb has moved into IC position.
    - Tara Erwin will become the Marriage & Family and group therapist for both MC and JC.
    - Dana will be on vacation from 8/23/25 and will return on 9/3/25.
    - Dana reported that she has delegated many of the responsibilities for the Open House to Shelby Granger, JC Sec.

- **Marshall County OP & OR – Dianne Simpson**
  - Erica asked Dianne to share that the transition from Erica to Vanessa Vandergriff as MC Program Director is going smoothly.
- **Geriatrics – Gerald Privett**
  - There have been very few applicants for the PSS position in Geriatrics.
- **Residential – Sherneria Rose**
  - Hiring continues to be a struggle, especially for DGH and JP.
  - A new RN, Anna Benton, has been hired for DGH.
  - There have recently been some staff changes at DGH that resulted in several vacant positions.
  - Bailey Smith, LSS at JP, resigned today.
  - DMH will soon conduct a meeting with all MHCs to discuss housing options.
- **SU Services – Susan Sweatman**
  - There were no Intakes scheduled for last week due to the RN being on vacation.
  - Admissions are stacked for today and next week to increase census numbers.
  - A group of consumers from Cedar Lodge will be attending the consumer conference next week.
  - Susan hopes to have the future ability to transport consumers to CR and AA.

**VI. Review of wait times**

For July, 2025, the following wait times were reported:

MC Intake	5 days	MC MD/CRNP	19 days
JC Intake	4 days	JC MD/CRNP	11 days
Average	4.5 days	Average	15 days

**VII. Unfinished Business**

- **Revenue reports** – As follow-up from a discussion at the last meeting, Dianne recently shared with LC members a monthly revenue report that was grouped by position/function and also included working hours, productivity hours and revenue per hour by each staff member. Following brief review of this report, it was noted that non-billable services must be eliminated as much as possible.

**VIII. New Business**

- **Performance Appraisals for FY26** – LC members noted no necessary changes to Performance Appraisals for the coming fiscal year.
- **Change in productivity for MP** – In an attempt for the program to break even, Sherneria made a recommendation to increase the productivity for MP LSS by .5 per person. LC members approved this recommendation, with an effective date of 10/1/25.

**IX. Adjournment**

The Leadership Committee meeting was adjourned at 4:40 p.m.

**FY26 Meeting Schedule**  
**Marshall-Jackson Mental Health Board, Inc.**  
**dba Mountain Lakes Behavioral Healthcare**

October 21, 2025	Jackson County	5:30 p.m.
November 18, 2025	Marshall County	5:30 p.m.
December, 2025	No meeting due to holiday	
January 20, 2026	Jackson County	5:30 p.m.
February 17, 2026	Marshall County	5:30 p.m.
March 17, 2026	Jackson County	5:30 p.m.
April 21, 2026	Marshall County	5:30 p.m.
May 19, 2026	Jackson County	5:30 p.m.
June 16, 2026	Marshall County	5:30 p.m.
July 21, 2026	Jackson County	5:30 p.m.
August 18, 2026	Marshall County	5:30 p.m.
September 15, 2026	Jackson County	5:30 p.m.





## New Faces at MLBHC

Since the last newsletter, the employees photographed below joined MLBHC.

(Top row - left to right) The Jackson County MHC gained Tabitha Mount, ALC, as a School Based Therapist and Tiffany Denton as a Transportation Specialist. Anna Benton is the new RN at the Dutton Residential Facility; and Kelly Parkhurst, is a Peer Support Specialist with the Jail-Based Program.



(Bottom row - left to right) Serah Blackwell, MS, and Bailey Reeves, MS, are both Marshall County School Based Therapists. The SU Residential Program at Cedar Lodge welcomed Billy Gilbert, MS, as a Counselor and Kim Works as a Life Skills Specialist.



# What's Going On ????

## September Birthdays

September 4	Jessica Leven
September 10	Joyce Jenkins
September 13	Julie Burks
September 15	Stephanie Martin
September 18	Sarah Boxley
September 21	Elizabeth Rucker
September 26	Emma Vaughan
September 26	Krissy Wood
September 30	Dana McCarley

## September Anniversaries

Brian Carroll	4 years
Amanda Harris	4 years
Julianna Davis	5 years
LOYALTY BONUS \$200	
Devin Oppenhuizen	11 years
Cindy Woodham	11 years
Sherneria Warren	15 years
LOYALTY BONUS \$900	

## ~ Monthly Meetings ~

Tuesday, September 16<sup>th</sup>

Board meeting 5:30 pm

Admin Office - Guntersville

(Confirm attendance with Shelly Pierce)

Thursday, September 18<sup>th</sup>

Leadership Committee meeting

(Time/format to be announced)

## Happy Labor Day !!!

MLBHC will observe Monday, September 1<sup>st</sup>, as the Labor Day Holiday for all full-time employees.



## NEWSLETTER

If you would like to have an article/photo/etc published in New Directions, please e-mail it to Shelly Pierce by the 20<sup>th</sup> of each month for the next month's publication. If your submission refers to a consumer by name or includes any type of identifying information, you must also submit a signed "Informed Consent" specific to each item.



# MLBHC Wall of Fame



(July 25) (I=Incentive)

## MC OP & OR

Lindsey Alford  
Kali Brand  
Brittany Brown  
Julie Burks  
Lisa Clonts  
Ali Early-Foster  
Ashlee Estes  
Tina Headrick  
Belinda Herring  
Alec Holderfield  
Stephanie Knott  
Hannah Lowery  
Stephanie Martin  
Jennifer Riggins (I)  
Denise Ritchie  
Kim Romero  
Elizabeth Rucker (I)  
Elizebeth Traweek (I)  
Vanessa Vandergriff  
Marili Zurita

## Substance Use

George Bartke  
Bob Crowell  
Jana Kirkland  
Susan Sweatman  
Cindy Woodham

## JC OP & OR

Rob Barrett  
Tom Brookshire (I)  
Brittany Cheek (I)  
Brooke Conner (I)  
Tara Erwin  
Rachelle Hampton (I)  
Paul Horn  
Dallas Johnson  
Savannah Miller (I)  
Hannah Robinson (I)  
Amanda Whitley

## Multi Programs

Keith Holcombe  
Lilly Strange

## Residential

April Burns  
Teana Campbell  
Rebecca Cooper  
Joanna DeAtley  
Sarah Hanna  
Ryan Hixon  
Desiree Justice  
April Kyle (I)  
Kimberly McMurrey  
Nancy Paschal  
Felicia Tubbs  
Ross Wilson  
Justin Wilson

## Geriatrics

Mitzi Holcombe  
Leah Moore  
Tyler Steed



Below are a few consumer quotes that were recently retrieved from the feedback box at the Jackson County Mental Health Center.

*"I'm just really happy and grateful for the support. Y'all have helped me save my life. I would be non-functioning without the meds and therapy. You guys don't go to work; you save lives. Thank you."*

*"Everyone that works here is doing a great job."*

*"I like coming here. The people are nice and helpful."*



# Personnel Policy Spotlight



## 4.1.4 Drug-Free Workplace

MLBHC has a strong commitment to the health, safety and welfare of its employees, their families and its customers. It is the policy of MLBHC to maintain a workplace that is free from the effects of drug and alcohol abuse.

MLBHC recognizes that the use of drugs and alcohol may adversely affect the work and safety of employees and customers. MLBHC is committed to maintaining a work environment free from the effects of drug and alcohol abuse. We have established a drug-free workplace program that balances our respect for individuals with the need to maintain an alcohol and drug-free environment. Any individual who conducts business for MLBHC, is applying for a position, or is conducting business on MLBHC's property is covered by our drug-free workplace policy. This policy recognizes that employee involvement with alcohol and other drugs can be very disruptive, adversely affect the quality of work and performance of employees, pose serious health risks to users and others, and have a negative impact on productivity and morale.

Under no circumstances shall alcohol or illegal drugs be consumed on MLBHC premises or job sites, and no one shall come to work while under the influence of alcohol or illegal substances. In addition, MLBHC prohibits the off-premises abuse of alcohol and controlled substances as well as the possession, distribution, manufacture, trade and/or offer of illegal drugs, when those activities adversely affect job performance, job safety or MLBHC's reputation in the community.

MLBHC reserves the right to request a drug test, at any time, during employment and all employees may be required to be drug tested "on the spot." Should any employee refuse a request to be tested for drugs, this action will be considered a voluntary resignation of their position with MLBHC. If an employee is involved in a job related accident/incident, whether or not it results in an injury, MLBHC reserves the right to send the employee for a drug test at that time.

It is a violation of MLBHC's drug-free workplace policy to use, manufacture, distribute, sell, trade, and/or offer for sale any illegal drug or controlled substance. MLBHC will not tolerate employees who report to work impaired by or under the influence of alcohol or drugs. It is the responsibility of all employees to report their use of over the counter or prescribed medications to the Human Resource Office if the use might impair their ability to perform their job safely and effectively.

MLBHC reserves the right to require employees to take a drug and/or alcohol test:

- As a condition of pre-employment;
- As part of a "random" system of periodic testing employees, without advance notice;
- When there is reasonable suspicion that the employee is under the influence of drugs or alcohol;
- After any accident or occurrence that results in an injury on the job;
- When the employee is involved in a job-related incident which, in the discretion of management, caused or could have caused injury or property damage;
- Upon the employee's return to work from a leave or layoff;
- As part of any rehabilitation/probation program.

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### Notification of Convictions

Any employee who is convicted of a criminal drug violation including possession, sale or distribution of any controlled substance either on or off MLBHC premises must notify Human Resources and their Immediate Supervisor in writing within five calendar days of the conviction. MLBHC will take appropriate disciplinary action within 30 days of notification.

### Consequences

One of the goals of our drug and alcohol-free workplace program is to encourage employees to voluntarily seek help with alcohol and/or drug problems. If, however, an individual violates the policy, the consequences are serious.

In the case of applicants, if he or she violates this policy, the offer of employment can be withdrawn. The applicant may reapply after one year and must successfully pass a pre-employment drug test.

If an employee appears to be under the influence of alcohol/drugs, the Supervisor should immediately require that the employee be taken for testing. If the employee refuses to go for testing, this action will be considered a voluntary resignation of their position with MLBHC. However, the Supervisor or person in charge should make sure the employee does not drive under the influence. The Supervisor or person in charge will call someone to transport the employee. If the employee refuses to comply and leaves on his/her own free will, the Supervisor or person in charge must call the police and report the incident.

If an employee violates the policy in any way, including failing a required drug/alcohol test, he or she will be subject to disciplinary action up to and including termination and/or may be required to enter rehabilitation. An employee required to enter rehabilitation who fails to successfully complete it and/or repeatedly violates the policy will be terminated from employment. Nothing in this policy prohibits the employee from being disciplined or discharged for other violations and/or performance problems.



Congratulations to **Shaquitta Sabb, MSW**, as she was recently promoted from JC Outpatient Therapist to JC Intake Coordinator.



Congratulations also go out to **Courtney Landers**. She has been promoted from MC Secretary to MC Records Librarian.



# EMPLOYEE SPOTLIGHT

## Courtney Landers

Not only has Courtney recently been promoted, but she is also in our Employee Spotlight for the month.

Courtney has worked for the Marshall County Office for almost two years. She initially served as Transportation Specialist and then as Secretary.

She has a 16-year-old daughter, Gabby, that is an 11th grader at Guntersville High School. She plays on the varsity volleyball and softball team there.

WHAT I LIKE MOST  
ABOUT MY JOB

---

MY  
COWORKERS  
HAVE TURNED  
INTO MY  
FAMILY

---

I ENJOY GOING TO  
BALL GAMES,  
COOKING, AND  
SPENDING TIME  
WITH FAMILY AND  
FRIENDS

FAVORITE QUOTE

"I solemnly swear  
that I am up to no  
good."

The Marauder's Map,  
Harry Potter and the  
Prison of Azkaban