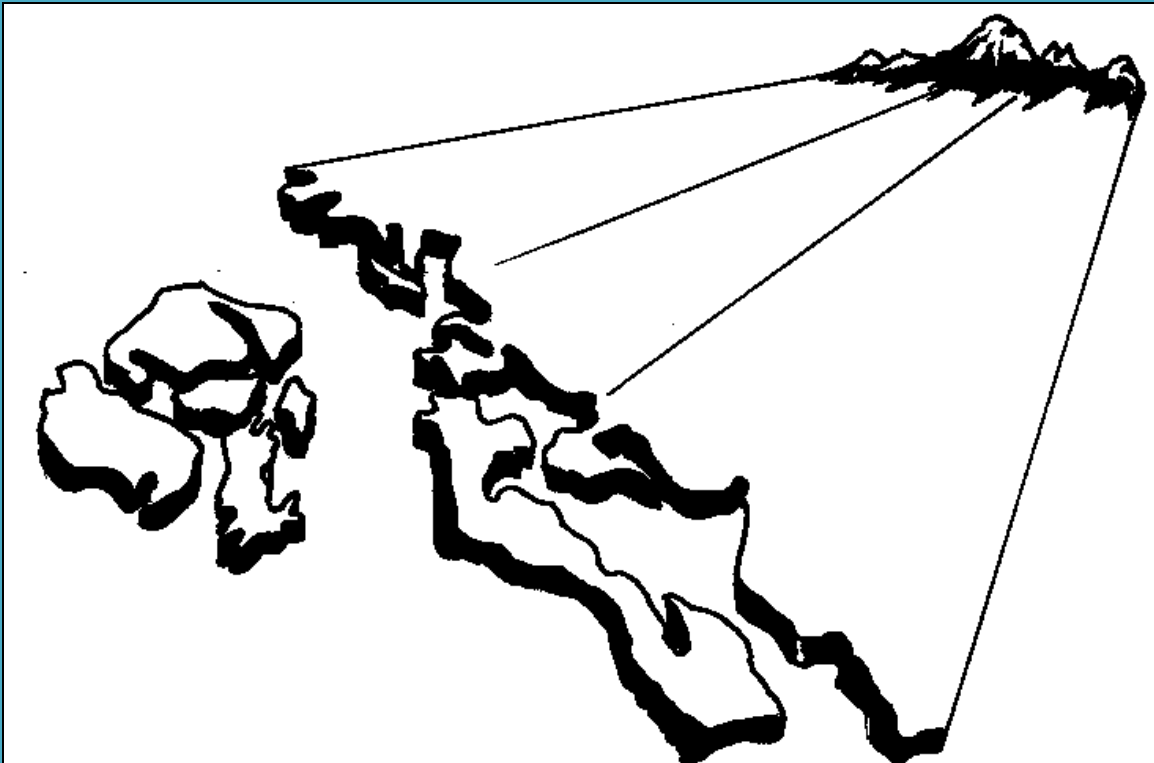
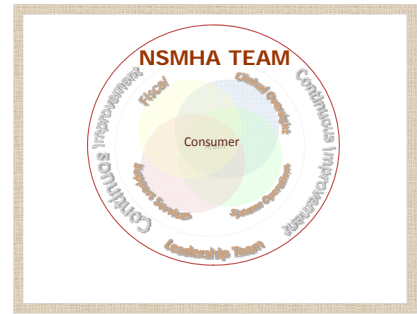


North Sound Mental Health Administration



2012 Adopted
Operating Budget
December 8, 2011



NSMHA 2012 ADOPTED OPERATING BUDGET

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NSHMA 2012 ADOPTED OPERATING BUDGET NARRATIVE

I. INTRODUCTION

This budget proposal reflects the intent of the North Sound Mental Health Administration (NSMHA) to continue to develop and enhance its capabilities as a regional Prepaid Inpatient Health Plan (PIHP) and Regional Support Network (RSN). The North Sound Region continues to benefit from the shift to a capitated fee for service system of serving more consumers and providing significantly more service intensity. Plus, there is now more choice in providers (in all but two counties) and four evidence-based practices in the Region. However, this is done in the shadow of a continuing major national recession and continuing huge state budget deficits as well as major systems changes as the United States and Washington State prepare for healthcare reform. This leads to many uncertainties.

A. Positive Regional Efforts/Impacts:

- The potential development of a **half PACT in Skagit County** to provide highly intensive outpatient services for adults with persistent mental illnesses and to reduce the repeated hospitalizations of these individuals.
- Continuing development of **crisis triage centers** to stabilize people in the community and divert individuals from the hospital emergency departments, acute inpatient care and jails when appropriate.
- **Evaluation** of the **mobile outreach teams** as part of developing a more proactive crisis system change in Skagit and Whatcom counties.
- Some **service providers** under the **modified fee for service** system have **exceeded the budget caps by 3% overall**.
 - The two largest providers and one other agency have not exceeded their cap.
 - **Providers** who have **exceeded** their **budget caps** will receive **additional funding** for their ability to serve more people with a mental illness.
- Introduction of a **new evidence-based practice, Motivational interviewing**, through extensive series of trainings of 100 clinical and supervisor staff across the Region.
- Monitoring **data verification, administrative requirements** and ongoing **clinical chart reviews**.
- Continuing **coordination of mental health benefits and services** with **all five counties** since they have passed the **.01% Sales Tax** for Mental Health and Substance Abuse Treatment.
- **Enhanced expectations** for **coordination** of services with **primary care providers, hospitals and other allied systems** to assure the best utilization of scarce resources.
- **Region-wide survey of Consumer Satisfaction** using a nationally validated Consumer Satisfaction instrument.

B. Challenging Regional Impacts:

- **Funding reductions in State and Medicaid Mental Health Funding** leading to a **reduction in outpatient services in the community**.
- **Major State budget proposed reductions** leading to the potential **elimination/change** to major health care and social services which further burdens the mental health crisis and outpatient systems:
 - Establish State **Drug Formulary** for people on Medicaid,
 - **Eliminate Medical for Disability Lifeline Program**
 - **Elimination of Basic Health plan**

- **Elimination of Children's Health Program (CHP)**
- Enormous **uncertainty** regarding the implementation of **health care reform**.
 - Proposals are circulating that RSNs would serve just high risk children, adults and families.
 - State is planning to revise how people with Medicare and Medicaid are served. This potential could eliminate 15,000 -25,000 eligible's from the North Sound Region's covered lives.
 - Statewide Children's mental health system change.
- Provider One implementation has increased uncertainty of Medicaid payment.
- An additional two Western State Hospital wards may be closed resulting in further reductions in long term psychiatric hospital beds.
 - This increases the demand for reducing the number of patients at Western State Hospital (WSH) and returning them to the community.
- Reduction in eligibles resulting in a decrease in Medicaid funding.
- Three percent reductions in the Medicaid rates starting 7/1/2011.
- Over a million dollars cut from the state portion of our contract starting 7/1/2011 with more reductions to come of uncertain sizes.
- Funding cut in November 2010 then most of those funds restored in March 2011 then cut again in July 2011. Further cuts are anticipated in late 2011 and probably again in 2012.
- Jail transition funds were receded then restored.
- Commitment rules changing 2012 which are projected to increase the number of people detained.
- **PACT to Medicaid** funding conversion.
- There is a **lack of inpatient bed capacity** leading to many people with mental illness having long waits in Emergency Departments or being certified for services on medical and not psychiatric wards.
- Closure of the North Sound Evaluation & Treatment facility in late 2010 due to budget reductions has added to these pressures.
- Expanding requirements from the State based on External Quality Review Organization (EQRO) recommendations.
- Washington Medicaid Integration Project (WMIP) expansion continues to have a negative impact on revenue, 13.19% reduction by NSMHA adult outpatient service funding provided in Snohomish County.

There are many items above that are major unfunded additional administrative burdens. In fact, NSMHA is approaching the time when we will be unable to manage or accept the contract liabilities and risks associated with contract requirements and decreasing revenues.

The 2012 Operating Budget reflects a continuation of the changes begun in 2003 through 2011 to adapt to the significant changes required to meet the requirements of Division of Behavioral Health and Recovery (DBHR), Health Care Authority (HCA), Center for Medicare and Medicaid Services (CMS), Balanced Budget Act (BBA) and External Quality Review (EQR) regulatory burdens. Through continued streamlining and restructuring of our limited resources, the 2012 Operating Budget addresses the following:

- Rigorous internal examination of NSMHA processes and implementation of a team based organization change to increase performance of NSMHA.
- Continued implementation of comprehensive crisis system change.

- Continue refinement of the Modified Fee for Service funding system in the North Sound public mental health system.
- Changes in legislative regulations, policy requirements and funding systems from the Center for Medicare and Medicaid Services (CMS), Division of Behavioral Health and Recovery (DBHR) and the Health Care Authority (HCA).
- The NSMHA is now clearly operating **four systems of care** that creates more complex tracking of services and funds requirements:
 - Medicaid
 - State-Funded
 - Legislative budget provisos
 - Federal Block Grant (FBG)
- Continued strengthening of regional **consumer/advocate voice**.
- Continued **inclusion of consumers and advocates** in processes related to system transition, policy development, Standards of Care, contracts and other NSMHA activities.
- Continued implementation of Board ratified Regional Goals, Objectives and Outcomes, including a **Recovery Model System of Care**.
- Continued Management Information Systems (MIS) development to more accurate and meaningful **Management Reporting**, including ongoing processes to assure **Data Accuracy, Integrity and Validity**.
- Continued **contract compliance and performance** processes on 3 funding streams, PIHP, State only and Federal Block Grant.
- Continue the oversight, technical assistance and monitoring of the evidence-based practices:
 - Wrap-Around Services for children (*Fidelity in Skagit County and near fidelity in other counties.*)
 - Program for Assertive Community Treatment (PACT) teams in Snohomish and Whatcom Counties
 - Fidelity Supported Employment Motivational Interviewing

The NSMHA Proposed 2012 Operating Budget is our recommendation to accomplish the goals and objectives outlined above and to maintain our focus on **Vision of Hope** and **Path(s) to Recovery**.

C. NSMHA PERSONNEL CHANGES FROM 2009-2011

The NSMHA Leadership Team continues to work increasingly harder to fulfill our expanding contractual and monitoring responsibilities through the series of budget reductions. NSMHA is proposing a budget to continue our existing streamlined and re-aligned staffing resources while continuing to freeze 2.5 FTEs NSMHA is assuming the responsibility of the WSH Liaison function from Snohomish County for this is a Region-wide service, but we are reducing it by .5 FTE. We also continue to assume the duties of 1 FTE previously contracted to Snohomish County for children's services. This staff plan provides the minimum necessary resources needed to support our ongoing commitment to strengthen the NSMHA infrastructure and ensure all administrative, clinical, information system and fiscal requirements of the current biennium and anticipated impacts from CMS, EQR and MHD contractual requirements are achievable within projected funding levels. No COLA in 2010 and ½ of the COLA in 2011.

D. ESTABLISHING NSMHA'S OPERATING RATE

Over the last few years the RSN has operated at 5.42% of the State, Medicaid and DDD funds less the estimated revenue assigned to inpatient expenses. In calculating the current year budget we took the Medicaid, state and DDD funds subtracted out the inpatient funds estimated to be \$11 million dollars and came up with \$2,792,900. We then added the transfer of funds for the Western State Hospital liaisons of \$205,207. There was an additional rounding of \$110. That gave us a total of \$2,998,217. We divided the new total into total Medicaid, State and DDD funding without subtracting the inpatient expenses, coming up with a rate of 4.991%

E. SUMMARY OF 2011 VERSUS 2012 REVENUES AND EXPENDITURES

	REVENUES	EXPENDITURES
2011 Budget	\$57,078,154	\$57,078,154
2011 Projected	\$64,630,780	\$64,672,734
2012 Budget	\$63,850,054	\$63,850,054

2012 Projected Revenues Include	2011 Estimated	2011 Actual	2012 Estimated
PHP Medicaid Funding	29,716,691	43,587,215	\$41,240,667
PHP State Funding	15,354,483	17,659,653	19,557,964
Federal Block Grant Funding	1,100,750	1,100,750	1,100,750
PACT Team Funding	0	521,381	In Medicaid Rates
PALS	0	1,220,754	1,154,327
Other funds	608,846	541,027	591,029
Western State Hospital liaisons	0	0	205,207
Total (includes \$110 in rounding)			\$63,850,054

F. 2012 NSMHA OPERATING BUDGET SPECIFICS

The budget below is based on current 2011 revenue. We did not put in estimated budget reductions. There is a contingency plan including reinstating furlough days if there is reduction in funding from the state.

2012 BUDGET AREA	COMPARED TO 2011 Budget	COMMENTS
Salaries	Increase of \$ 181,274, 13.6%	Increase in cost due to 1.5 new positions and no furlough days.
Personnel Benefits	Increase of \$127,505, 19.5%	Increase is due to 1.5 new positions and higher health care costs, PERS increase.
Office/Operating Supplies	Increase of \$7,001, 19.6%	Increase due to additional software and customer satisfaction surveys.
Small Tools/Minor Equipment	Decrease of \$2,000, 8.8%	Decrease due to less computer replacement anticipated in 2012.
Professional Services Contracts	Increase of \$114,627 62.7%	Increase due to adding motivational interviewing.
Communications	Increase of \$7,080, 16.1%	Increase due to new cell phones.
Travel	Increase of \$19,879; 55.6%	Increase in travel allocations due to new western state liaisons positions.
Advertising	Increase of \$2,000, 50.0%	Increase based on positions that will need to be filled in 2011.
Space/Equipment Rentals	Increase of \$72, .05%	Slight increase.
Insurance	Increase of \$500, 1.8%	Estimated increase in costs.
Repairs / Maintenance	Increase of \$1,301 7.0%	Increase based prior year's maintenance costs.
Utilities	Increase of \$0, 0%	No change.
Miscellaneous	Increase of \$6,200, 25.5%	Increase due to Board Summit.
Machinery / Equipment	Increase of \$0, 0%	No change
Advisory Board (Earned Interest)	Increase of \$3,072, 12.0%	Put Advisory Board budget back to 2010 budget
NSMHA Total Operating Budget	Increase of \$465,439, 18.4%	No furlough days for NSMHA staff and transferred liaison functions from Snohomish County.
Agency/County and Other Services	Increase of 4,303,389 9%	Increase in estimated funding.
Inpatient Hospital Services	Increase of \$2,000,000 22.2%	Increase in estimated inpatient cost of state funds by \$2,000,000.

G. REVENUE AND EXPENDITURE APPROVAL PROCESS

- | | |
|---|-----------------|
| 1. Preliminary review & recommendation of Finance Committee | 9/28/11 |
| 2. Introduction to the Board of Directors | 9/28/11 |
| 3. Distribution to: | |
| a. Advisory Board, | 10/14/11 |
| b. Interested Public and Stakeholders | 10/14/11 |
| c. Available on NSMHA Website | 09/29/11 |
| 4. Review and recommendation of the Advisory Board | 12/06/11 |
| 5. Review and recommendation of all stakeholders | Up to: 12/08/11 |
| 6. Recommended Budget presented for Board adoption | 12/08/11 |

H. CONCLUDING REMARKS

The past few years have been full of challenges, threats and opportunities from the Federal and State governments, national economic downturn to the North Sound Region public mental health system. There are some good changes in the midst of all this doom and gloom: County/Regional Partnerships. These partnerships now must be extended to the entire health care system as we move into healthcare reform. We must keep our focus on serving people with a mental illness the best way we can with our limited resources. The capitated fee-for-service system has succeeded through its fourth year serving more consumers with more services. This payment system will continue to be fine tuned over the next year. The implementation of the evidence-based practices, Children's Wrap-Around and Adult PACT, services will be maintained despite historic and devastating budget reductions, preserving these critical intensive services and benefiting consumers on their path to recovery. They have proven effective in supporting these individuals and families to live more independent, productive and meaningful lives in our communities as well as minimizing NSMHA's inpatient costs. NSMHA knows the funding reductions are imminent, and we must be ready to implement the state funding reductions. Contingency budget reductions are as follows:

Agency	Administrative/Program Area	Amount	Sub-Totals
NSMHA	A 4.991% of the actual Medicaid and Non-Medicaid Funding Reductions	(\$314,508)	
	Eliminate Motivational Interviewing Trainings	(\$111,776)	
	Implement 12 Furlough days	(\$81,685)	
	Freeze/Eliminate 1.0 FTE	(\$93,382)	
	Staff pay 7% of medical benefit	(\$36,581)	(\$323,423)
County Administration	A 4.991% of the county allocations.	(\$19,910)	(\$19,910)
Outpatient Mental Health Services	Reduce 4.0 FTE DMHPs to pre-secure detox program.	(\$390,000)	
	Remove previously allocated funding to outpatient services	(\$3,592,143)	
	Close Haven House	(\$444,065)	(\$4,769,541)
	Any remaining reduction would be proportionately allocated to adult and children's outpatient services	(\$2,388,620)	(\$7,501,495)
NOTE:	Based on Governor's Supplemental Budget	(\$6,301,495)	
	Additional Funding is needed for Inpatient Costs	(\$1,200,000)	(\$7,501,495)

The NSMHA has embraced the major new administrative requirements required by Centers for Medicare and Medicaid Services (CMS), External Quality Review (EQR), and Division of Behavioral Health and Recovery (DBHR) and our new funding system within the Board Approved 4.991% of the PIHP and Inpatient funding and a total of 4.62% of overall revenues.

- NSMHA continues to separate out the new inpatient revenue and expense requirements to let readers have comparable budget information.
- NSMHA has successfully completed the fourth year of implementation of a modified fee for service system for outpatient services.
- Finally, the NSMHA's 2012 Budget is submitted keeping in mind:
 - We changed our administration percent from 5.42% to 4.991% by ir and a transfer of funding and Western State Hospital Liaison positio County to the NSMHA.



II Revenue Budget

**REVENUE DETAIL
NORTH SOUND MENTAL HEALTH ADMINISTRATION
ADOPTED
2012 ANNUAL BUDGET**

SOURCE DESCRIPTION	Amount
<i>INTERGOVERNMENTAL REVENUE</i>	
33399 Federal Block Grant	\$ 1,100,750
33399 PATH	\$ 179,791
33404 DDD Crisis Services	359,055
33864 Prepaid Paid Health Care Funding Medicaid	41,240,667
33864 Prepaid Paid Health Care Funding State Funds	
<i>\$20,899,791 - 1,154,327-187,500=\$19,557,964</i>	19,557,964
<i>State Payment, less PALS, less ECS</i>	
33865 PALS	1,154,327
33864 Enhanced Community Service	187,500
33000 * INTERGOVERNMENTAL REVENUE	63,780,054
 <i>CHARGES FOR SERVICE</i>	
34690 Charges for Conference	20,000
34000 CHARGES FOR SERVICE	20,000
 <i>MISCELLANEOUS REVENUES</i>	
36110 Investment Interest	50,000
36000 * MISCELLANEOUS REVENUES	50,000
TOTAL REVENUE	<u>\$ 63,850,054</u>

2012 NSMHA ANNUAL ADPOTED BUDGET

(No COLA)

	Total	Leadership	Support Services	System Operations	Clinical Oversight	Fiscal
<u>EXPENDITURES</u>						
Regular Salaries	1,512,358	120,190	294,259	344,555	561,108	192,246
Personnel Benefits	780,161	41,865	187,551	172,830	277,400	100,515
Office, Operating Supplies	42,746	22,000	2,250	13,200	4,946	350
Small Tools	20,784	10,000	200	10,000	584	
Professional Services	297,431	135,165	9,240	20,625	132,401	
Communications	51,100	30,900	4,800	4,200	11,200	
Travel	55,612	11,000	3,000	5,900	34,212	1,500
Advertising	6,000	6,000				
Operating Rentals & Leases	145,110	145,110				
Insurance	29,000	29,000				
Utilities	7,500	7,500				
Repairs & Maintenance	19,915	19,415		500		
Miscellaneous	30,500	11,400	11,900	2,400	3,600	1,200
Machinery & Equipment	0					
Administrative Reserve	0					
Total - Administration	2,998,217	589,545	513,200	574,210	1,025,451	295,811

2009 BUDGET	2010 BUDGET	2010 ACTUAL	2011 BUDGET	2012 BUDGET	2012 ADOPTED ANNUAL BUDGET
1,450,517	1,356,367	1,378,476	1,395,490	1,512,358	REGULAR SALARIES
43,516	40,691		0	0	COLA SALARY CONTINGENCY Cost of living adjustment budgeted at 1.851%. Reduced from 3.702% (COLA not approved, this amount reduced to zero), (funds moved to professions services and travel). 12 Furlough Days
			(64,406)		
1,494,033	1,397,058	1,378,476	1,331,084	1,512,358	REGULAR SALARIES
428,234	400,098	588,140	453,051	524,710	PERSONNEL BENEFITS HEALTH LIFE DENTAL Medical, WCIP increased 24.7%, Group Health increased 11.4% Dental, Vision and Life are the same.
120,538	72,023		74,101	109,646	PERS RETIREMENT Based on 2010 rate of 7.25% for Public Employee Retirement Systems.
110,190	102,475		105,200	115,696	SOCIAL SECURITY The rate remains at 7.65% of FTE salaries.
18,168	16,455		16,456	14,145	UNEMPLOYMENT COMPENSATION The 2010 rate is 2.08% of FTE salaries, capped at \$35,700 per employee.
13,379	12,079		12,079	15,964	WORKERS COMPENSATION The 2010 rate is \$.2581 multiplied by the FTE annual hours.
6,945	5,274		0	0	COLA BENEFIT CONTINGENCY This is the amount of benefits related to a 0% Cost of Living adjustment. (COLA not approved, this amount reduced to zero), (funds moved to professions services and travel). 12 Furlough Days
			(8,231)		
697,454	608,404	588,140	652,656	780,161	PERSONNEL BENEFITS
24,000	22,000	54,152			OFFICE, OPERATING SUPPLIES Total \$32K YTD For office supplies such as software, books, paper, pens, food.
500			22,000	22,000	Leadership
1,000	750				Executive
900					Support Staff
200	300		350	350	Contracts
8,000	8,000				Fiscal
			8,000	12,000	IS/IT
2,500	2,500				System Operations (software)
1,000	1,200				QM
1,200	1,200				OCA
2,000	2,000				Tribal
			1,500	1,500	OCA - Exemplary Service Award
200	200				Support Services (exemplary service awards)
			750	750	Planning
			1,200	1,200	Support Services
			1,945	1,946	System Operations
				3,000	Clinical Oversight
					Clinical Oversight - Customer satisfaction survey
41,500	38,150	54,152	35,745	42,746	OFFICE, OPERATING SUPPLIES
20,000	12,000	56,321			SMALL TOOLS & MINOR EQUIPMENT For operating equipment including desks, chairs, file cabinets, bookcases.
			12,000	10,000	Leadership
	200				Support Staff
23,000	23,000				Contracts
					IS/IT
750	750		10,000	10,000	System Operations (hardware)
					QM
					OCA
					Tribal
					Fiscal
					New Phone System
			200	200	Support Services
			584	584	Clinical Oversight
43,750	35,950	56,321	22,784	20,784	SMALL TOOLS & MINOR EQUIPMENT

2009 BUDGET	2010 BUDGET	2010 ACTUAL	2011 BUDGET	2012 BUDGET	2012 ADOPTED ANNUAL BUDGET
60,000	80,000	208,971	58,941	35,000	PROFESSIONAL SERVICES LEGAL SERVICES Tribal Liaison OCA - Translators
30,000	30,000		30,000	30,000	TREASURER & ACCOUNTING SERVICES \$2,500 a month for charges of processing voucher and payroll, issuing warrants by Skagit County and investing, accounting and budget services.
40,500	41,250		20,625 20,625	20,625 20,625	MEDICAL SERVICES System Operations Clinical Oversight
21,000	21,000		21,000	23,000	AUDIT SERVICES For annual NSMHA financial audit by WA State Examiner. Leadership
10,000	15,000		15,000	15,000	HUMAN RESOURCES SERVICES EXECUTIVE DEPARTMENT Leadership
5,000	10,000		6,613	9,240	TEMPORARY HELP Admin. Services Support Services
12,000	10,000		10,000	10,000	Health care transformation consulting - Dale Jarvis
750					QM
500	500				IS/IT
	200				PACT Contingency Contracts
				111,776	Motivational Interviewing - Clinical Oversight
				22,165	Consulting contingency (moved from COLA) - Leadership
179,750	207,950	208,971	182,804	297,431	PROFESSIONAL SERVICE
18,000	16,000	49,284			COMMUNICATIONS POSTAGE Leadership
3,000	2,000		6,000	6,000	OCA - mailings
			2,000	2,000	Support Services (newsletter, posters, OCA mailings)
					QM
12,000	16,000				Tribal -mailings
					TELEPHONE Monthly telephone use State Dept of Information Systems.
			11,500	11,500	Leadership
			12,000	12,000	T1 CONNECTION Leadership
1,000	1,500				Executive
9,000	9,000				IS/IT
1,611	1,400				Contracts
13,500	12,500				QM
800					OCA
					Cell Phones
			1,440	1,400	Leadership IC
			2,880	2,800	Support Services
			3,380	4,200	System Operations
			4,820	8,400	Clinical Oversight
				2,800	Clinical Oversight - liaisons
58,911	58,400	49,284	44,020	51,100	COMMUNICATIONS
		21,423			TRAVEL MILEAGE, FARES Reimbursement for NSMHA employees to use personal vehicles to attend meetings or perform work on behalf of the NSRSN.
500	500		500	500	Board
10,000	10,000				Executive
3,000	1,500				Support Staff
3,000	2,000				Contracts
600	750				Planning
3,250	2,500		1,500	1,500	Fiscal
2,000	2,000				IS/IT
23,000	21,000				QM
2,200	1,000				OCA
2,000	2,000				Tribal
			10,500	10,500	Leadership
			3,000	3,000	Support Services
			4,900	5,900	System Operations
			15,333	10,564	Clinical Oversight
				23,648	Clinical Oversight liaisons
49,550	43,250	21,423	35,733	55,612	TRAVEL

2009 BUDGET	2010 BUDGET	2010 ACTUAL	2011 BUDGET	2012 BUDGET	2012 ADOPTED ANNUAL BUDGET
8,000	6,000	1,113	4,000	6,000	ADVERTISING Advertising of vacant positions, RFQ's, RFP'S, Board meetings, ect. Leadership
8,000	6,000	1,113	4,000	6,000	ADVERTISING
111,948	115,350	138,764	123,428	123,500	OPERATING RENTALS For renting rooms, training, short term equipment rentals, etc. SPACE RENTAL OFFICE The 2011 estimated lease and storage rental. Leadership
13,621	17,130		19,160	19,160	Leadership COPY LEASE Lease of two copy machines. Leadership
2,500	2,400		2,450	2,450	POSTAGE METER LEASE Leadership Contracts & Admin. Services OCA
128,069	134,880	138,764	145,038	145,110	OPERATING RENTALS
22,000	28,000	27,038	28,500	29,000	INSURANCE Enduris formerly WGEP (Washington Gov't Entity Pool) membership fee. Leadership
22,000	28,000	27,038	28,500	29,000	INSURANCE
2,000	4,807	6,617	7,500	7,500	UTILITIES Leadership
2,000	4,807	6,617	7,500	7,500	UTILITIES
6,000	7,000	11,514	5,100	5,100	REPAIR & MAINTENANCE For repair of office equipment and maintenance of phone system. Leadership Phone machine repair contract and miscellaneous repair
500	500		500	500	IS/IT estimated repairs during 2009 System Operations
11,000	13,003		13,014	14,315	Janitorial Services Leadership
17,500	20,503	11,514	18,614	19,915	REPAIR & MAINTENANCE

2009 BUDGET	2010 BUDGET	2010 ACTUAL	2011 BUDGET	2012 BUDGET	2012 ADOPTED ANNUAL BUDGET
		17,161			MISCELLANEOUS
4,000	4,000				PRINTING & BINDING For printing of forms, reports, brochure, letterhead stationery, envelopes, business cards etc.
			3,000	3,000	For printing needs of OCA (posters) Support Services
4,000	2,000				OCA Public Relations News Letter Support Service
250			5,000	5,000	QM - Printing
2,000	2,000				DUES AND SUBSCRIPTIONS For cost of periodical and other professional journals, hosting web page.
			1,000	1,000	Leadership
					REGISTRATION AND FEES To provide off site work related training for NSMHA employees.
7,000	10,000		5,000	10,000	Board Summit Leadership
8,513	12,000				Annual Recovery Conference. Support Services
	3,000				OCA - Exemplary Service Award Support Services (Exemplary Service Awards)
3,000	3,000		1,500	1,500	Executive Training Support Staff
2,500	1,500				Contracts (included in support services)
1,500	650				
1,000	1,000		800	1,200	Fiscal Training
1,500	1,500				IS/IT Training
5,500	10,750				QM
500	500				Planning
2,000	2,000				OCA Poster contest
2,000	2,000				Tribal Training
2,000	500				OCA Training Tribal Conference moved in 2003 to it's own separate budget
			400	400	Leadership
			2,400	2,400	Support Service
			2,400	2,400	System Operations
			2,800	2,800	Clinical Oversight
				800	Clinical Oversight - liaisons
47,263	56,400	17,161	24,300	30,500	MISCELLANEOUS
10,000	10,000	23,368	0	0	MACHINERY & EQUIPMENT To purchase new Computers, software & equipment over \$7,500. IS/IT Leadership
10,000	10,000	23,368	0	0	MACHINERY & EQUIPMENT
	34,000				ADMINISTRATION RESERVE This is a reserve set aside to plan for budget cuts during 2010. Leadership
0	34,000	0	0	0	ADMINISTRATION RESERVE
2,799,780	2,683,752	2,582,342	2,532,778	2,998,217	NSMHA BUDGET Budget Limit Calculation: (see narrative detail for explanation) 2,998,217
2,799,780	2,683,752	2,582,342	2,532,778	2,998,217	TOTAL NSMHA OPERATING BUDGET
20,000	20,000	16,557	20,000	20,000	Tribal Conference Budget.
20,000	20,000	16,557	20,000	20,000	Total Tribal Conference Fees
28,590	28,590	28,943	25,518	28,590	Advisory Board expenses; travel, training, conferences, supplies, etc.
28,590	28,590	28,943	25,518	28,590	Total Advisory Board Expenditures
50,315,335	48,360,319	51,226,354	45,499,858	49,803,247	Administrative Savings to Providers AGENCY/COUNTY AND OTHER SERVICES TOTAL
53,163,705	51,092,661	53,854,196	48,078,154	52,850,054	TOTAL NSMHA BUDGET with out Inpatient Expense
8,000,000	8,000,000	4,553,508	6,000,000	6,000,000	Medicaid Inpatient Funding
2,800,000	2,800,000	3,200,146	3,000,000	5,000,000	State Only Inpatient Funding
63,963,705	61,892,661	61,607,850	57,078,154	63,850,054	TOTAL NSMHA BUDGET with Inpatient Expense

NSMHA SALARY POSITION WORKSHEET
2012 ANNUAL ADOPTED BUDGET

POSITION	FTE	RANGE	STEP	MONTHLY SALARY		Months x Amount	ANNUAL SALARY	BENEFITS Health, Life etc. Fixed Amount	Pers Retirement Salary x .0725	Social Security Salary x .0765	Unemployment Compensation \$35,700 x .0162	Workers Compensation Hours x \$.3198	TOTAL BENEFITS	TOTAL SALARY AND BENEFITS
				No. of Mths	Amount									
Executive Director	1.00		N/A	12	\$10,015.84	\$120,190.08	\$120,190.08	22,713.24	8,713.78	9,194.54	578.34	665.18	41,865.09	162,055.17
Deputy Director	1.00	13	EE	12	\$8,365.50	\$100,386.00	\$100,386.00	22,713.24	7,277.99	7,679.53	578.34	665.18	38,914.28	139,300.28
Contracts Cordinator & L. L.	1.00	19	E	12	\$5,994.52	\$71,934.24	\$71,934.24	22,804.80	5,215.23	5,502.97	578.34	665.18	34,766.53	106,700.77
Tribal Liaison				this position frozen										
Executive Assistant	1.00	23	E	12	\$4,792.08	\$57,504.96	\$57,504.96	22,713.24	4,169.11	4,399.13	578.34	665.18	32,525.00	90,029.96
Secretary Receptionist	1.00	40	D	2	\$2,535.89	\$5,071.78								
			E	10	\$2,662.68	\$26,626.80	\$31,698.58	22,560.84	2,298.15	2,424.94	513.52	665.18	28,462.63	60,161.21
Administrative Secretary # 1	1.00	29	EE	12	\$3,539.50	\$42,474.00	\$42,474.00	22,713.24	3,079.37	3,249.26	578.34	665.18	30,285.39	72,759.39
Administrative Secretary # 2	1.00	29	E	12	\$3,453.17	\$41,438.04	\$41,438.04	22,713.24	3,004.26	3,170.01	578.34	665.18	30,131.03	71,569.07
Administrative Secretary # 3				this position frozen										
IS/IT Administrator	1.00	19	E	12	\$5,994.52	\$71,934.24	\$71,934.24	22,804.80	5,215.23	5,502.97	578.34	665.18	34,766.53	106,700.77
Data Support Analyst	1.00	21	D	12	\$5,035.20	\$60,422.40	\$60,422.40	22,713.24	4,380.62	4,622.31	578.34	665.18	32,959.70	93,382.10
IS Support Tech	1.00	25	D	12	\$4,100.80	\$49,209.60	\$49,209.60	22,804.80	3,567.70	3,764.53	578.34	665.18	31,380.55	80,590.15
Operations Manager	1.00	19	C	11	\$5,437.21	\$59,809.31								
			D	1	\$5,709.07	\$5,709.07	\$65,518.38	22,804.80	4,750.08	5,012.16	578.34	665.18	33,810.56	99,328.94
Quality Specialist # 1	1.00	22	EE	12	\$5,161.09	\$61,933.08	\$61,933.08	22,804.80	4,490.15	4,737.88	578.34	665.18	33,276.35	95,209.43
Quality Specialist # 2	1.00	22	E	12	\$5,035.21	\$60,422.52	\$60,422.52	22,804.80	4,380.63	4,622.32	578.34	665.18	33,051.28	93,473.80
Quality Specialist # 3	1.00	22	E	12	\$5,035.21	\$60,422.52	\$60,422.52	22,713.24	4,380.63	4,622.32	578.34	665.18	32,959.72	93,382.24
Quality Specialist # 4	1.00	22	E	12	\$5,035.21	\$60,422.52	\$60,422.52	22,713.24	4,380.63	4,622.32	578.34	665.18	32,959.72	93,382.24
Quality Specialist # 5	1.00	22	E	12	\$5,035.21	\$60,422.52	\$60,422.52	22,804.80	4,380.63	4,622.32	578.34	665.18	33,051.28	93,473.80
Quality Specialist # 6	1.00	22	E	12	\$5,035.21	\$60,422.52	\$60,422.52	22,713.24	4,380.63	4,622.32	578.34	665.18	32,959.72	93,382.24
Quality Specialist # 7	1.00	22	E	12	\$5,035.21	\$60,422.52	\$60,422.52	22,713.24	4,380.63	4,622.32	578.34	665.18	32,959.72	93,382.24
Lead Quality Specialist	1.00	21	E	12	\$5,286.96	\$63,443.52	\$63,443.52	22,804.80	4,599.66	4,853.43	578.34	665.18	33,501.41	96,944.93
Lead Quality Specialist				this position frozen										
Lead WSH Liason	1.00	21	E	12	\$5,286.96	\$63,443.52	\$63,443.52	22,804.80	4,599.66	4,853.43	578.34	665.18	33,501.41	96,944.93
WSH Liason	0.50	22	E	12	\$5,035.21	\$30,211.26	\$30,211.26	860.57	2,190.32	2,311.16	489.42	332.59	6,184.06	36,395.32
Planning Specialist	0.50	25	E	12	\$4,305.84	\$25,835.04	\$25,835.04	773.49	1,873.04	1,976.38	418.53	332.59	5,374.03	31,209.07
Fiscal Officer	1.00	15	E	12	\$7,139.19	\$85,670.28	\$85,670.28	22,713.24	6,211.10	6,553.78	578.34	665.18	36,721.64	122,391.92
Accounting Specialist	1.00	24	E	12	\$4,548.96	\$54,587.52	\$54,587.52	22,713.24	3,957.60	4,175.95	578.34	665.18	32,090.30	86,677.82
Accounting Specialist	1.00	24	D	12	\$4,332.34	\$51,988.08	\$51,988.08	22,713.24	3,769.14	3,977.09	578.34	665.18	31,702.99	83,691.07
2012 COLA removed by board						COLA 0 %	0.00		0.00	0.00			0.00	0.00
TOTAL	24.00					\$ 1,512,357.94	\$ 1,512,357.94	\$ 524,710.22	\$ 109,645.95	\$ 115,695.38	\$ 14,144.95	\$ 15,964.42	\$ 780,160.91	\$ 2,292,518.85

North Sound Mental Health Administration
Organizational Chart - CY 2012

